



Pilton Youth & Children's Project

Job Description: Futures Lead Development Worker

Programme: North Edinburgh Futures

Hours: 24 per week (including regular evenings and weekends)

Salary: £23,568, FTE £34,370

Contract: Three-year funded post

Location: Pilton Youth & Children's Project (PYCP)

We are excited to recruit a **Futures Lead Development Worker** to lead and deliver a new early-intervention programme providing high-quality, co-designed youth work activities for 10–15 year olds during evenings and weekends. This role plays a key part in ensuring young people have safe, engaging alternatives to anti-social or unsafe activities at high-risk times.

About the Role

North Edinburgh Futures is a new, innovative, three-year programme designed to extend youth work provision at crucial times of the week. Building on PYCP's existing strengths, the programme will introduce longer opening hours, creative workshops, targeted support and opportunities for skills, confidence and wellbeing development.

As the **Futures Lead Development Worker**, you will plan, coordinate and deliver co-designed activities using creative and inclusive methods such as digital technology, arts, outdoor learning, urban survival skills, trips and partnership-led sessions. You will also support a team of sessional youth workers, ensuring safe, trauma-informed, consistent delivery.

This post plays a vital role in strengthening community connections, reducing barriers to participation and creating welcoming, nurturing spaces where young people feel safe, valued and able to shape their own experiences.

You will be accountable to the Project Manager and work collaboratively across the organisation to support wider PYCP activities and uphold a strong culture of safeguarding and inclusion.

Key Responsibilities

Programme Delivery

- Plan, deliver and evaluate open youth work sessions, workshops and trips for young people aged 10–15.
- Ensure sessions are **co-designed with young people**, reflecting their interests and needs.
- Use creative approaches including digital tools, arts, outdoor learning and wellbeing-focused methods.
- Provide healthy meals during sessions to support food security and engagement.
- Support signposting to wider community resources, including PYCP's **Teen Boutique**.

Leadership & Coordination

- Lead and support a team of sessional youth workers (approx. 30 hours weekly).
- Brief staff and provide on-shift guidance and support.
- Promote strong safeguarding practices, trauma-informed approaches and reflective learning.

Participation & Inclusion

- Build positive, trusting relationships with young people and families.
- Identify and reduce barriers to participation (transport, confidence, family circumstances, inclusion needs).
- Ensure all young people feel safe, welcomed and able to influence their experience.

Partnership Work

- Strengthen links with schools, local organisations, specialist partners and community services.
- Support referral pathways into and onward from the programme with appropriate information sharing.

Monitoring & Evaluation

- Maintain accurate attendance, wellbeing and incident records.
- Gather meaningful information for monitoring reports to funders and the Board.
- Support young people to recognise and celebrate progress and achievements.

General Duties

- Support wider PYCP activities including community events, holiday programmes and organisational projects.
 - Participate in training, team meetings and supervision.
 - Uphold all PYCP policies, including Child Protection and Safer Working Practice.
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What You'll Bring

Essential

- Minimum 4 years' experience working with young people in a youth work or related setting.
- Experience planning, delivering and evaluating group activities or youth clubs.
- Experience working in a multi-agency or community partnership context.
- Strong safeguarding knowledge and confidence supporting staff/volunteers with safeguarding issues.
- Excellent communication skills and the ability to build rapport with young people.
- Strong organisational skills and ability to work both independently and within a team.
- Ability to use social media effectively for youth engagement and communication.
- Commitment to trauma-informed practice and inclusive approaches.

Desirable

- Experience coordinating or supporting sessional staff or volunteers.
- Professional qualification in Community Education, Youth Work, or equivalent
- Understanding of factors affecting young people's wellbeing, particularly in areas of deprivation.
- A driving licence and willingness to obtain minibus training.

Support & Benefits

You will receive:

- Regular supervision and a jointly agreed work plan.
- Support from the Project Manager with clear expectations and development opportunities.
- Autonomy in day-to-day work while being part of a supportive team.
- Ongoing CPD and training aligned to your role.

Following successful completion of probation, PYCP also offers:

- 25 days annual leave (pro rata), increasing after 5 years.
- Benenden Health membership (GP access, mental health helpline, wellbeing classes, discounts).
- Access to Bike to Work scheme.
- Supportive, collaborative team culture.
- Opportunities for professional development.
- Some handling of cash or staff bank cards may be required.

This post will likely be worked over 3 days, Thursday evenings, Saturday evenings and one Sunday per month. You will work Wednesday day time hours if not working a Sunday. Additional flexibility may be required, for example to visit other PYCP provision to promote the project.

PVG Scheme membership is essential.

Start date dependent on recruitment and on boarding timelines.

Interviews likely to be week commencing 15th June.

How to Apply

Complete the [equal opportunities](#) form and application form as shown below:

2 ways to apply

Online [Application form](#) - if you have a Microsoft account *you will be able to save and edit your responses before the closing date of Tuesday 2nd June at 5.00pm.*

OR

you can complete the job application form in [Word format using this link](#) and sending to info@pycp.co.uk

[Please do not send CVs as we will not use them in our selection process](#)

We will let you know if you have or have not been selected for interviews once we have shortlisted for candidates.

If you have any questions regarding the job position please contact our Business Manager [Debbie McMillan](#)