



Youth Worker Job Pack

About TAB

The Abingdon Bridge (TAB) supports the wellbeing and mental health of young people aged 11–25 across the Vale of White Horse and South Oxfordshire. For 33 years, we've been rooted in our community, walking alongside young people through life's challenges, helping them feel seen, valued, and hopeful about their futures.

At TAB, **relationships come first**. We believe that when young people experience consistent, trusted, and empathetic adult support, they can grow in confidence, reduce risk-taking, and reconnect with their aspirations.



The Role

Youth Worker

Hours

15 - 30 hours (Flexible open to discussing additional working hours further at interview)

Salary Band

£26,000–£32,000 (pro rata, based on experience)

Benefits

5 weeks holiday per year pro rata + public holidays pro rata, NEST employer pension scheme, excellent clinical supervision and training opportunities

Location

Abingdon and surrounding areas (driving licence required)

Contract

Funding secured for one year, with the intention to extend to a permanent role subject to impact

Reports to

Director of Youth Services

We are excited to offer this newly shaped role for a experienced Youth Worker who is passionate about building meaningful relationships with young people and creating spaces where they feel safe, heard, and empowered.

This role is ideal for someone who believes deeply in the power of connection, trust, and empathy. Someone who wants to make a lasting difference in young people's lives.

This role is designed for a Youth Worker who is growing in confidence, skill, and responsibility.

You will play a key role in delivering high-quality, relationship-based youth work, supporting young people to improve their wellbeing, reduce risky behaviours, and develop a sense of belonging and aspiration.

You will take increasing ownership of sessions and activities, while continuing to develop your practice with support from senior staff.

This role bridges the gap between support delivery and leadership, offering a pathway into more senior youth work roles.

The three core outcomes of this role are to:

- Improve young people's wellbeing and emotional resilience
- Reduce risky behaviours by offering trusted support and positive alternatives
- Increase aspiration and help young people feel valued, connected, and hopeful about their future



Key Responsibilities

Relationship-Based Youth Work!

Delivery & Engagement

- Plan and deliver youth work sessions, both independently and as part of a team
- Build consistent, trusting relationships with young people (aged 11–25)
- Engage young people who may be marginalised or less likely to access support
- Support outreach, drop-ins, and community-based youth work
- Facilitate group work on wellbeing, identity, belonging, and aspirations
- Detached work

Programme Development

- Contribute ideas to shape and improve youth programmes
- Adapt sessions in response to young people's needs and feedback
- Support the development of activities that promote Act, Belong, Commit

Responsibility & Progression

- Take responsibility for leading sessions and small projects
- Provide informal guidance and support to Junior and Trainee Youth Workers
- Model positive youth work practice, including boundaries and safeguarding
- Contribute to reflective practice and team learning

Safeguarding & Administration

- Maintain accurate records, including registers and incident logs
- Identify and appropriately respond to safeguarding concerns
- Follow organisational policies on safeguarding, confidentiality, and health & safety

About You

You are someone who genuinely cares about young people, about fairness, and about creating spaces where people feel safe to be themselves. You are someone who is developing confidence in your youth work practice and is ready to take the next step in responsibility and impact.

Essential

- Experience working with young people (approx. 1–3+ years)
- Ability to build positive, professional relationships
- Growing confidence in leading sessions and engaging groups
- Understanding of safeguarding and professional boundaries
- Good communication and teamwork skills
- Willingness to reflect, learn, and develop

Desirable

- Relevant youth work qualification or equivalent (or working towards one)
- Experience with outreach or detached youth work
- Experience supporting young people with additional needs or facing barriers

You will bring:

- Proven experience working with young people aged 11–25, particularly those who may feel excluded, marginalised, or unheard.
- A strong ability to build authentic, trusting relationships
- High levels of empathy, emotional intelligence, and self-awareness
- Confidence in holding space for young people's emotions without judgement or agenda
- Resilience, warmth, and a calm presence, even in challenging moments
- A belief in young people's potential, even when they struggle to see it themselves
- Be a self-starter who can work independently while being a supportive team member
- Feel comfortable contributing ideas and shaping new ways of working
- Share TAB's values around safeguarding, ethics, and the wellbeing of young people and communities

Our Approach

The ABC Model

Everything we do at TAB is shaped by our ABC model. It's not a framework that lives on paper it's how we build intentional communities and design every project and service we offer.

Act

We believe real change starts with looking after ourselves. Act is about personal wellbeing, mental health, self-awareness, and having the tools to support yourself and others to act on our strengths

Belong

Everyone deserves to feel safe, seen, and valued. Belong is about creating spaces where connection can grow, where young people feel they matter, and where community isn't forced, it's felt.

Commit

We give back. We show up. We care about our place and our people. Commit is about taking responsibility for our community and choosing to invest time, energy, and heart into making it better and inspire the next generation to do the same.

TAB exists to create intentional communities, and the ABC model is at the core of that mission.

If you are invited to interview, we'll ask you to share a project or idea you would create if successful in this role, inspired by the ABC model. It doesn't need to be perfect or fully formed, we're far more interested in your thinking, your values, and your passion.

Bring something real. Bring heart. We'll take that over polished any day.

Why Join The Abingdon Bridge?

By joining TAB, you will become part of a passionate, reflective, and supportive team that values creativity, learning, and human connection. We will invest in you through high-quality supervision, training, and the freedom to innovate. This is a role for someone who wants to do youth work with heart—someone who understands that real change starts with trust, time, and being truly present.

How to Apply

Please email your CV and a heartfelt cover letter telling us why this role speaks to you and how your experience aligns with this role.

Email CV & cover letter to Holly@theabingdonbridge.org.uk

We warmly encourage applications from people of all backgrounds and are committed to building a diverse and inclusive organisation.

We won't pretend AI doesn't exist, we've used it ourselves to help spellcheck and shape this job pack. But the people behind it are very real, passionate, and genuinely committed to supporting the young people of Abingdon. Feel free to use AI if it helps, but don't lose your own voice. We'd much rather see a rough-around-the-edges application that shows heart and passion than something perfectly polished but soulless.