



A MENTAL HEALTH SOCIAL MOVEMENT

8-10 WEST STREET, OLD MARKET, BRISTOL, BS2 0BH · 0808 808 9120  
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## **Job Pack**

### **Youth Transitions Worker (North & West Bristol)**

Thank you for your interest in this role, please find below some information to help you decide if you would like to apply. In the interests of equality CVs will not be accepted, so please apply via the website. Applicants will be assessed on their ability to meet the criteria listed in the Person Specification.

The closing date for this role is the **23rd February 2025 at 11.59pm** and interviews will be held on the **7th March 2025**. Candidates shortlisted for interview will be informed by email - we are not able to offer individual feedback to unsuccessful candidates.

To have an informal discussion about the role, contact **Zach Evans** - [zach@otrbristol.org.uk](mailto:zach@otrbristol.org.uk)

## Role Summary

|                          |   |
|--------------------------|---|
| <b>Job Title</b>         | Youth Transitions Worker (North & West Bristol)   |
| <b>Salary</b>            | OTR Band B+   Starting salary £26,882   |
| <b>Hours</b>             | 37.5 hours per week   1 FTE   |
| <b>Contract</b>          | Permanent   |
| <b>Leave</b>             | Flexible - our basic entitlement is 32 days (pro rata). However, OTR operates a flexible leave policy and you are entitled to request as much leave as you would like and need.   |
| <b>Pension</b>           | With The People's Pension - up to 3% employer contribution on qualifying earnings   |
| <b>Location</b>          | Based at: <ul style="list-style-type: none"> <li>• Shirehampton Health Centre Pembroke Road, Shirehampton, Bristol, BS11 9SB</li> <li>• OTR Old Market, BS2 0BH</li> </ul>  |
| <b>Accountable to</b>    | OTR Team Manager (NHS Partnerships)<br>MINT Service Manager<br>Youth Transitions Senior Practitioner  |
| <b>Job Purpose</b>       | <ul style="list-style-type: none"> <li>• To work collaboratively with service users (aged 17.5 - 25) who are transitioning from CAMHS into the Mental Health and Wellbeing Integrated Network Team (MINT).</li> <li>• OTR Works within MINT to offer specialist transition support to young people who are transitioning out of CAMHS but do not meet the threshold for adult services.</li> <li>• To work with young people with mental health needs. To support young people who may present with psychological difficulties such as emotional dysregulation, self-harm, anxiety, low mood and suicidal thoughts. Being able to openly and sensitively talk about these issues in a non-judgemental and informative manner is a crucial part of the role.</li> <li>• To work autonomously and also as part of the wider MINT team and AWP CAMHS to Adulthood Transitions Service</li> <li>• To work within a recovery and psychologically informed approach, taking a holistic view to support people's recovery to live fulfilled lives.</li> <li>• Ensure that services are tailored to an individual's cultural and social needs.</li> </ul> |
| <b>Key Relationships</b> | <ul style="list-style-type: none"> <li>• Team Manager (NHS Partnerships)</li> <li>• MINT Management, Core MINT Team and MINT Intervention Staff</li> <li>• AWP CAMHS to Adulthood Transitions Clinical Service Manager &amp; Senior Practitioners</li> <li>• OTR Staff &amp; Volunteers</li> <li>• Bristol Mental Health external partners</li> <li>• Young People and families/carers when appropriate.</li> </ul>   |

## Role Description

### Youth Transitions Worker

- To build trusting and collaborative relationships with service users referred in to the Mental Health & Wellbeing Integrated Network Team (MINT) young people's transition pathway.
- To work within the MINT Hubs and also form part of AWP's CAMHS to Adulthood Transitions Service.
- Referrals will be based on young people transitioning from Child and Adolescent Mental Health Services (CAMHS).
- To support young people from 17.5 years, and to hold a caseload of up to 25 young people transitioning from CAMHS.
- To form part of the transition multi-disciplinary team (MDT) meeting alongside CAMHS, to determine the most appropriate transition pathway for referred young people.
- To act as a link worker for young people referred into MINT and to facilitate "shared conversations" that aim to identify appropriate support, based on a young person's needs.
- To provide transition interventions for young people that require additional mental health support. This could involve both short (approximately 1 month) and long (up to 6 months) interventions, and can include signposting, safety planning, formulation, skills building and therapeutically informed work including but not exclusive to DBT, CBT and ACT.
- To work in an outreach approach, meeting young people where they feel comfortable. This can include meetings in both clinic spaces and public areas.
- To support young people in making informed decisions about their mental health and wellbeing, maximising their independence and providing advocacy where appropriate.
- To coordinate support for young people, referring and liaising effectively with all professionals, agencies and other parties involved in their care in order to deliver the right support at the right time.
- To build a network of support options for young people in North & West Bristol.
- To work capably with a range of young people and families/carers across a diversity of cultural, religious, socio-economic, age, sexuality and gender based differences.
- To work in a culturally sensitive way with all service users, families and carers, tailoring services to meet their individual needs, challenging stigma and discrimination, advocating for a person if appropriate, and ensuring up-to-date community knowledge.
- To manage risk through identifying and assessing concerns, contributing to multi-disciplinary discussions and to maintain a good standard of note taking and documentation, feeding back any concerns relating to risk in line with the Young People's Transition Service and OTR safeguarding arrangements.
- To work in a safe manner using a positive risk-taking approach, ensuring the health and safety policies of MINT and the Young People's Transition Service are fully adhered to.
- To have up-to-date safeguarding training and ensure that safeguarding policies and procedures are fully adhered to and a joint working approach is embedded within working practice.
- To work closely with other Youth Transitions Workers and OTR staff to address unmet needs through building and maintaining a strong network of partnerships across health and social care, education, employment, the voluntary and community sector and wider youth service provision in the city

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|                 | <ul style="list-style-type: none"> <li>● To continuously build on your knowledge and to become experts of 17-25 services within the North &amp; West Bristol area.</li> <li>● To provide specialist advice and guidance to MINT staff and the wider system on issues relating to youth, mental health and OTR services.</li> <li>● To actively participate in supervision and reflective practice through OTR, MINT and the CAMHS to Adulthood Transitions Service.</li> <li>● To make best use of supervision, training and staff development. Ensuring up to date and clear record keeping in line with policies.</li> <li>● To proactively seek advice and support from colleagues and other agencies where appropriate.</li> <li>● To support other Youth Transition Workers across BNSSG as and when required.</li> </ul> |
| <b>Training</b> | <ul style="list-style-type: none"> <li>● To carry out statutory and mandatory training whilst working with your manager/s to identify areas of training needed.</li> <li>● Continue to develop knowledge and skills through internal training, shadowing other services and attending external training courses where appropriate.</li> <li>● To contribute to learning and evidence based practice within MINT and the Young People's Transition Service.</li> <li>● To provide advice and consultation, where appropriate, to other health, social care, voluntary sector and education staff working with young people on your caseload.</li> </ul>   |
| <b>Other</b>    | <ul style="list-style-type: none"> <li>● To commit to the core values of OTR, including young people's empowerment and participation</li> <li>● To work within the spirit and framework of all OTR policies, governance, and delivery philosophy and to keep up to date with relevant training and professional development, especially in relation to Equality, Participation, Confidentiality, Vulnerable Adults and Child Protection and Safeguarding.</li> <li>● To ensure all paper and electronic personal records are managed and stored safely at all times.</li> <li>● To respect and maintain the confidentiality of all staff, volunteers and young people at OTR internally and with external agencies.</li> </ul>   |

## Person Specification

|                                       | Essential  | Desirable  |
|---------------------------------------|--|--|
| <b>Education &amp; Qualifications</b> | <ul style="list-style-type: none"> <li>• A good general standard of education and a demonstrable ability to apply learning.</li> </ul>   | <ul style="list-style-type: none"> <li>• A relevant degree or professional qualification in Psychology, Social Work, Mental Health Nursing, Youth Work or an Allied Health Professional.</li> </ul>    |
| <b>Experience</b>                     | <ul style="list-style-type: none"> <li>• Proven experience working with people with mental health needs, or people with complex needs (minimum one year).</li> <li>• Proven experience working with young adults in a mental health or social care setting (minimum one year)</li> <li>• Proven experience of carrying out risk assessments and safety planning.</li> <li>• Experience of working with a number of individuals with competing needs and priorities.</li> </ul> | <ul style="list-style-type: none"> <li>• Experience working in a multi-disciplinary team.</li> </ul>   |
| <b>Knowledge</b>                      | <ul style="list-style-type: none"> <li>• Good knowledge of young people's mental health and wellbeing.</li> <li>• Good knowledge of safeguarding policies and procedures relating to adults and children and young people.</li> <li>• Good understanding of anti-oppressive practice.</li> </ul>   | <ul style="list-style-type: none"> <li>• Knowledge of interventions such as, but not exclusive to, CBT, DBT and ACT.</li> <li>• Knowledge of health and social care systems and structures.</li> </ul> |
| <b>Skills &amp; abilities</b>         | <ul style="list-style-type: none"> <li>• The ability to work independently and be a part of a multidisciplinary team.</li> <li>• The ability to engage young people in meaningful therapeutic alliances.</li> <li>• The ability to set clear boundaries and be consistent.</li> <li>• The ability to assess and engage positively with risk.</li> <li>• The ability to record information accurately and in a timely manner.</li> </ul>  | <ul style="list-style-type: none"> <li>• The ability to deliver brief therapeutic interventions and deliver psychoeducational content to support young people in their recovery.</li> </ul>            |
| <b>Anti-Oppressive Practice</b>       | <ul style="list-style-type: none"> <li>• A commitment to being an agent of social change.</li> <li>• To respect young people regardless of who they are and what they believe.</li> <li>• A commitment to educating yourself about social issues and to be culturally competent</li> <li>• A commitment to making mental health support accessible to all people.</li> </ul>   |  |

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| <b>Personal qualities</b> | <ul style="list-style-type: none"> <li>● A personal commitment and interest in the emotional health and wellbeing of young people.</li> <li>● A commitment to the aims, values and ethos of OTR.</li> <li>● Values led with a personal commitment to equality, diversity, social justice and change.</li> <li>● Resilience and resourcefulness in managing one's own wellbeing.</li> <li>● To work with a recovery focused approach.</li> <li>● Methodical and thorough</li> <li>● A demonstrable commitment to personal growth and development</li> <li>● A willingness to work flexibly.</li> </ul> |  |
| <b>Other</b>              | <ul style="list-style-type: none"> <li>● Access to appropriate transport and the willingness and ability to travel across Bristol. (petrol expenses are provided).</li> </ul>   |  |

# About us

OTR is a mental health social movement by and for young people. The charity is at an exciting stage of its 59-year history and is proud to be reaching more young people than ever before (over 20,000) across Bristol, South Gloucestershire, and North Somerset with creative and diverse mental health and wellbeing info and support.

Our approach to mental health is grounded in a set of beliefs and assumptions that underpins all of our work. We believe in celebrating diversity, empowering and mobilising young people to make change, and that catering to the unique strengths, interests and circumstances surrounding young people is key. Our approach centres on collaboration and partnership, building relationships between individuals, peers and communities.

Each day is as engaging and fulfilling as the last, and with a network of supportive, community minded people, we hope you'll feel welcome here. As a thank you, we like to compensate our employees for the important work they do with a range of benefits including a flexible leave policy (38 days), healthcare cost assistance with HealthShield, flexible and hybrid working arrangements, enhanced sick pay, parental leave, continual training and development, free yoga and reiki, and more (subject to contractual terms and conditions).

At OTR, whatever your role or professional background, you will be expected to work in a way that is anti-oppressive and inclusive. A key focus for OTR is to develop an organisation that is inclusive for all but we do not claim to be experts in this. We are committed to continuous learning and improvement in these areas and invite you to join us on this journey.

OTR recognises the benefits to individual practice and organisational credibility of having a diverse community of staff and volunteers and to this end is continually working towards building and maintaining an environment which values and pursues diversity accordingly.

We recognise that tackling systemic inequality, prejudice, racism and oppressive practice requires each of us to actively engage, self-examine and make changes where necessary, in order to improve access and equitable experience for all in society and all of those who come through our doors at OTR.

| <b>What We Believe</b>  | <b>What We Value</b>   | <b>How We Behave</b>  |
|---|--|---|
| <ul style="list-style-type: none"><li>• We believe that our offer should be inclusive of all cultures and identities</li><li>• We believe that young people have unique strengths, interests and circumstances</li><li>• We believe that the world around us impacts our wellbeing</li><li>• We believe in placing young people at the heart of our work</li><li>• We believe in innovating and evolving to improve our offer for young people</li><li>• We believe that relationships are what make the difference</li><li>• We believe in the power of partnerships</li></ul> | <ul style="list-style-type: none"><li>• Collaboration</li><li>• Diversity</li><li>• Learning</li><li>• Sharing</li><li>• Participation</li><li>• Self-efficacy</li><li>• Self-care</li><li>• Transparency</li><li>• Agency</li><li>• Creativity</li><li>• Social Action</li><li>• Pragmatism</li></ul> | <ul style="list-style-type: none"><li>• We're accommodating</li><li>• We're integrated</li><li>• We're thoughtful</li><li>• We're supportive</li><li>• We're open</li><li>• We're resourceful</li><li>• We're resilient</li><li>• We're communicative</li><li>• We're independent</li><li>• We're imaginative</li><li>• We're motivated</li><li>• We're adaptable</li></ul> |