



A MENTAL HEALTH SOCIAL MOVEMENT

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

Community Development Worker (North Somerset)

Thank you for your interest in this role, please find below some information to help you decide whether 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 **Sunday 13th July 2025 at 11:59pm** and interviews will be held on **24th July 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 **Rachel Mac Dermot** – rachel.m@otrbristol.org.uk

Role Summary

Job Title	Community Development Worker (North Somerset)
Salary	OTR Band B+ Starting salary £26,882 FTE £16,129.20 pro rata
Hours	22.5 per week, with Wednesday as a core working day and includes regular evening and some weekend work
Contract	Permanent
Leave	Flexible – our basic entitlement is 32 days (pro rata), however OTR operates a flexible annual leave policy which entitles you to request as much leave as you would like and need
Pension	With The People's Pension – up to 3% employer contribution on qualifying earnings
Location	Based at OTR, North Somerset Office: 40a Rodney Road, Backwell, BS48 3HW. Will include some work at OTR Bristol Office: 8-10 West St, Old Market, BS2 0BH and travel to locations across North Somerset, Bristol and South Glos.
Accountable to	Team Manager (North Somerset)
Job Purpose	<ul style="list-style-type: none"> • To lead on the organisation and delivery of OTR Hubs, pop ups, Resilience Lab and other groups for young people aged 11-18 across North Somerset. • To build robust links between OTR North Somerset and other professionals and youth services to ensure an up-to-date knowledge of local services. • To provide advice and guidance to young people for them to make informed choices about the support they can access. • To work closely with colleagues to develop and maintain a first point of access into mental health services that offers support that is timely, appropriate and accessible to all young people. • To promote health and wellbeing to young people through the delivery of workshops, activities and talks in schools and community settings with a focus on health promotion and prevention.
Key Relationships	<ul style="list-style-type: none"> • Team Manager (North Somerset) • North Somerset OTR Team • North Somerset Mental Health Support Team • Local statutory, voluntary and community organisations • CAMHS partners • UCAT partners • OTR staff and volunteers

Role Description

Community	<ul style="list-style-type: none"> • Host spaces for young people, professionals and parents to come and find out about what's on offer to support wellbeing in North Somerset (Pop-ups and HUBS). • To coordinate with and provide schools, colleges and other youth organisations across North Somerset with delivery of Resilience Lab workshops. • Act as a key link to voluntary and statutory organisations and other partners, to support young people they are working with to access OTR's services and engage with the wider mental health agenda. • To be a positive advocate for and support promotion of the work of Off the Record within North Somerset. • Build and foster long standing relationships with a wide range of audiences, including young people, teachers, parents and other stakeholders. • Further extend OTR's reach into different communities of young people. • To support with the recruitment and training young volunteers.
Service Delivery	<ul style="list-style-type: none"> • To deliver group sessions and workshops to young people in education and community settings. • To deliver Resilience Lab, a health promotion workshop, in a range of settings such as schools and community groups. • To gather feedback on work carried out, and to amend and adapt the offer in response to this feedback. • To be adaptable and flexible with the delivery of content in response to the needs of those attending. • To develop a robust knowledge of OTR services, communicating with a range of stakeholders what we offer, when and waiting times for these services. • To support young people to make an informed choice about accessing OTR projects and external services. • To champion young people's participation across OTR.
Service Development	<ul style="list-style-type: none"> • To encourage young people to participate in service improvements of OTR and help wider agencies to improve provision for young people's mental health across. • To ensure that all teams at OTR are aware of ZAZI and other projects to support ZAZI service users. • To work in partnership with other OTR projects where applicable. • To create positive links with agencies and services. • To develop good, working partnerships with other organisations; sharing best practice and developing resources when opportunities arise. • To carry out risk assessments for new projects and related activities.
Safeguarding	<ul style="list-style-type: none"> • To identify safeguarding concerns and escalate where necessary to OTR safeguarding leads. • To risk assess and carry out safety planning with young people and their families, when appropriate. • Attend mandatory safeguarding training and relevant training programmes.
Administration	<ul style="list-style-type: none"> • To Input confidential information on our secure database. • To keep up to date and accurate records.

	<ul style="list-style-type: none"> • To support the Team Administrator with the Res Lab, sign up processes and managing enquiries, including managing emails, phones and processing online registrations. • To use appropriate monitoring and evaluation tools for engagement and workshop delivery. • To support the Team Manager with reporting on data.
General	<ul style="list-style-type: none"> • To engage in training and development appropriate to the role. • To commit to the core values of OTR, including young people's empowerment and participation. • 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, particularly in relation to safeguarding, risk and safety. • To ensure all paper and electronic personal records are always managed and stored safely. • To respect and maintain the confidentiality of all staff, volunteers and young people at OTR internally and with external agencies. • To operate within a 6-day service which will involve some evening and weekend work.

Person Specification

	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> A good general standard of education and a demonstrable ability to apply knowledge. 	<ul style="list-style-type: none"> A degree or equivalent in a related field (e.g. Social Work, Health, Education, Youth Work).
Experience	<ul style="list-style-type: none"> Proven and demonstrable experience of working with children and young people. An ability to empathise, relate and communicate with young people from a variety of social and cultural backgrounds. Evidence of multi-agency working. Experience of delivering group sessions and workshops. Experience of working with young people at risk. 	<ul style="list-style-type: none"> Experience working in the field of children and young people's mental health and/or rights. Experience of working with volunteers.
Knowledge	<ul style="list-style-type: none"> Knowledge of mental health issues affecting young people Knowledge of issues young people face accessing support for mental health difficulties. Demonstrable knowledge of health and care systems and structures. Knowledge of services and their offer in North Somerset. Excellent group facilitation skills. 	<ul style="list-style-type: none"> To have a good working knowledge of current resilience building theory and practice. Knowledge of social prescribing approaches.
Skills & Abilities	<ul style="list-style-type: none"> Excellent group facilitation skills. Excellent communication skills and the ability to build and maintain professional relationships with a range of stakeholders Demonstrable ability to work independently and to self-start. Excellent networking, motivational and influencing skills. Outstanding organisational skills. Good written and verbal communication skills. Excellent IT skills. The ability to assess and engage positively with risk. Commitment to own professional development and willingness to undertake training necessary for the role. 	<ul style="list-style-type: none"> A sound skill set in the efficient use of social media.
Personal Qualities	<ul style="list-style-type: none"> An empathic and non-judgmental nature. 	

	<ul style="list-style-type: none"> • The ability to build and maintain meaningful relationships with young people whilst maintaining professional boundaries. • Demonstrate good self-care and resilience. • A commitment to social justice, human rights and equality. • A focus on working in a solution focused and problem-solving manner. • A commitment to ensuring young people's rights are upheld and voiced. 	
Other	<ul style="list-style-type: none"> • Access to own transport with the ability and willingness to travel across North Somerset • Willingness to work flexibility across a six-day week, including some evenings. 	<ul style="list-style-type: none"> • A full, clean driving licence.

About us

OTR is a mental health social movement by and for young people. The charity is at an exciting stage of its 60-year history and is proud to be reaching more young people than ever before (over 17,000) across Bristol, South Gloucestershire, and North Somerset with creative and diverse mental health and wellbeing information and support.

Our approach to mental health is grounded in a set of beliefs and assumptions that underpins all 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, healthcare cost assistance with HealthShield, flexible and hybrid working arrangements, enhanced sick pay, parental leave, continual training and development, and many in-house events and initiatives.

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, to improve access and equitable experience for all in society and all of those who come through our doors at OTR.

What we value:

- **Championing Humanity:** valuing the inherent dignity of each and every person, supporting and celebrating expression of identity in all its forms
- **Being Curious:** taking an interest in how things work and could be improved, noticing and exploring perceptions and experiences whether collective or individual
- **Positive Disruption:** naming systems, structures, and attitudes that hinder supportive social change, seeking ways to overturn barriers to progress
- **Seed Sowing:** with an eye to the potential of the long term, seizing present moments and opportunities to set in motion shifts to benefit young people
- **Deeply Rooted:** carefully developing systems and processes that ensure our operations are secure, safe and dependable, supporting effective communication and making accountability clear

What we believe:

- Our offer should be inclusive of all cultures and identities
- Young people have unique strengths, interests and circumstances
- The world around us impacts our wellbeing
- Placing young people at the heart of our work
- Innovating and evolving to improve our offer for young people
- Relationships are what make the difference
- The power of partnerships