

SafeMates Scotland Senior Youth Worker

Job Level	3	Kornferry Function	
Directorate	Internal Services	Function/Service	Youth Engagement
Direct Reports	1 Staff Up to 70 volunteers	Indirect Reports	
Line Manager Title	SafeMates Scotland Manager	Budgetary Responsibility	£9k

Our Leadership Framework defines the leadership standards we want to see at the British Red Cross. It shows what great leadership looks like. Our goal is to create a great workplace and deliver excellent services to our users. [Our Leadership Framework - RedRoom](#), along with [Our values and behaviours - RedRoom](#) and Fundamental Principles, helps everyone understand how the leadership capabilities relate to their role and context.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness. You can read more about [Equity, Diversity & Inclusion \(EDI\) at the British Red Cross - RedRoom](#) here.

Role description:	
Purpose	This role will lead the delivery and ongoing development of Red Cross Youth activities from the SafeMates Scotland: Peer Support through Cashback programme across (insert local authority area)
Key Responsibilities	Programme Delivery - Lead the end-to-end delivery of SafeMates training programmes, volunteer recruitment and engagement, community hub activities and large-scale events, ensuring consistently high standards of quality, engagement, and trauma-informed practice. - Design, drive and scale local delivery plans, working collaboratively with communities to co-create responsive, place-based solutions that address the evolving needs and challenges facing young people. - Provide inclusive leadership, coaching and professional development to both volunteers and paid youth workers. Fostering a high-performing team culture and ensuring delivery aligns with SafeMates values, safeguarding expectations and best practice. - Oversee the support and wellbeing of SafeMates youth volunteers, equipping them to manage complex situations through structured guidance, reflective practice and ongoing development. - Drive performance and accountability against key programme outcomes, ensuring robust tracking of participation, engagement and impact, and contributing to high-quality monitoring and reporting.

- Maintain effective financial oversight, managing programme spend, overseeing volunteer expenses and ensuring delivery remains within agreed budget parameters.

Risk Management, Safeguarding & Wellbeing Support

- Lead and embed safe working practices across all delivery. This will include the development, implementation and regular review of robust risk assessments for activities and events.
- Act as a safeguarding point of contact during programme delivery, providing expert guidance, managing concerns appropriately and ensuring timely escalation in line with organisational policies.
- Champion trauma-informed practice, ensuring young people are supported in a way that is sensitive, strengths-based and responsive to the challenges they may be experiencing.
- Provide confident and compassionate leadership in complex crisis situations. Ensure that responses are appropriate, proportionate and centred on the safety and wellbeing of all involved.

Volunteer & Participant Support

- Lead the recruitment, onboarding and ongoing development of SafeMates youth peer supporters, ensuring a positive and engaging volunteer experience.
- Provide day-to-day leadership and line management for Red Cross Youth volunteers and other programme contributors (this may include interns or other support roles).
- Oversee the support and wellbeing of young volunteers, ensuring they are equipped to manage complex situations through structured guidance, coaching, reflective practice and real-time safeguarding support.
- Build and sustain positive, trusting relationships with young people, creating an inclusive environment that encourages participation, confidence and personal growth.
- Ensure all programme participants are fully compliant with organisational systems and policies, including volunteer registration and adherence to Red Cross standards.
- Apply sound professional judgement in safeguarding and delivery contexts, providing real-time advice, reflective supervision and decision-making support during activities and incidents.

Stakeholder & Community Engagement

- Develop, manage and strengthen strategic local partnerships, including with local authorities, schools, youth organisations, event partners and community networks.
- Work collaboratively with external partners to identify, shape and deliver opportunities for young people to engage in SafeMates activity.
- Build strong internal relationships across the Red Cross, facilitating opportunities for young people to contribute to and influence wider organisational work.

	- Act as a visible and credible representative for SafeMates Scotland at local events, meetings and community forums. - Support local communications and engagement activity, including contributing to social media and promotional content that raises awareness and participation. - Proactively gather and contribute local insights and learning, ensuring community voice and young people's experiences inform the ongoing development of the wider SafeMates Scotland programme. The responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.
Know-how	Essential • Proven experience working with young people and volunteers in community, education, youth work or outreach settings. This should include planning and leading the delivery of activities and events. • Strong, practical understanding of safeguarding and ability to assess situations, exercise sound judgement and respond appropriately and sensitively in crisis or complex situations. • Strong organisational and delivery management skills, with experience of prioritising and managing multiple workstreams effectively in a fast-paced environment. • Ability to work independently and as part of a dispersed team. • Experience working collaboratively with partners and different stakeholders, including on the coordination of events and activities. • Ability to work dynamically with technology, digital tools and across a range of platforms to manage programme activities, monitoring and evaluation, reporting and engagement with stakeholders. Desirable • Youth work qualification (e.g., Level 2 or 3) or equivalent practical experience. • Awareness of cultural, mental health and wellbeing issues affecting young people in Scotland today and resilience in being able to manage incidents involving challenging examples of this. • Proactive, flexible and solution-focused approach, with excellent communication skills and the ability to engage and influence a range of audiences.
Additional Requirements	• Regular evening and weekend work (weekly). • Travel across the region (Dundee, Glasgow or Inverness) with occasional travel across Scotland.

Pre Engagement Checks Highlight bold as required	
DBS- England & Wales	Adult/ Child/ Adult & Child Workforce/None
PVG- Scotland	Adult/ Child/ Adult & Child / None
Access NI- Northern Ireland	Vulnerable Adult/ Child/ Vulnerable Adult & Child/None
Driver Check	Yes/ No
International Roles Only	
International Police Check	Yes/No
International Driving Licence for manual cars	Yes/No

Role Reference		Review Date	
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We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act), who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.