



## **Sessional Youth worker**

Responsible to: Trustees  
Salary: £14 per hour  
Hours: As required  
Location: Woodburn, Dalkeith

Seeds of Disruption are seeking sessional youth workers to support our arts- and environment-based youth work in Midlothian, at various events and projects as opportunities arise. Sessional staff may be required to support trips to indoor or outdoor venues, indoor and outdoor courses and workshops, or other youth work activities. Sessions are almost always during evenings, weekends, and weekdays during school holidays.

Seeds of Disruption is a youth-led SCIO for young people aged 8 – 25 in Midlothian. Young people are the focus and the engine of everything we do – from deciding weekly activities to attending board meetings and training to be Trustees.

Any young person aged 8 – 25 who lives in Midlothian can attend courses and projects. They can also become members and attend Art Club, our weekly session, which includes meetings that allow members to have a real say in the running and organisation of the SCIO. After the meeting, the group pursues personal and group art projects.

Art Club members can choose to become Trustees in Training, our elite group of dedicated young people who undertake training, attend board meetings, assess potential adult Trustees, and ensure the organisation works for and with young people in Midlothian. Our long-term goal is that a majority of Trustees will be members aged under 25.

We are looking for youth workers who share our belief that young people are capable *now*, rather than in training for the future.

## **Person specification**

Members of Seeds of Disruption want to work with a youth worker who:

- Doesn't put anyone down or try to make anyone look dumb.
- Are open-minded: we want you to be open to learning new ways of working, as well as learning new things from us.
- Good at boundaries: we like to know what the rules are, and we want you to make sure we're safe by helping us stick to them.
- Helpful! But helping doesn't mean doing it for us – we want to learn to do things ourselves!
- Respectful: this is our organisation, and we want everyone to listen to what we have to say.

- Believes in us: we know we can do this, and we want to work with someone who thinks that too.
- Meets our needs: we're a diverse group, open to everyone, and we want you to help make sure everyone is able to take part.
- Is able to relate to and understand young people.
- Knowledgeable: we'd like to work with someone who knows how to work with young people, or who has some experience.

	Essential	Desirable
Experience working with young people (paid or voluntary) in a youth work setting.	x	
Understanding of the principles of youth work.	x	
Qualification or training in youth work, community work, or community education.	x	
Education to SCQF Level 7 or equivalent.		x
Experience working with young people (paid or voluntary) in a different capacity or setting (other than youth work).		x
Awareness of safeguarding, confidentiality and professional boundaries.	x	
Awareness of dynamic (in-the-moment) risk assessment.		x
Interest in young people's lived experience and ability to build relationships.	x	
Adaptable, proactive, and willing to get stuck in.	x	
Knowledge and/or experience of charity governance.		x
Some availability during evenings, weekends and school holidays.	x	

## Requirements

The post holder is required to be a member of the PVG Scheme. The cost of this will be met by Seeds of Disruption.



The post holder will be required to attend appropriate Safeguarding Training every three years. Seeds of Disruption will arrange for this if the successful candidate has not recently completed training. Time to attend training is part of the role, and the post holder will be paid for this time.

This job description and person specification were created and agreed with young people who are members of the organisation, and they will form part of the recruitment panel.

### **How to apply**

If you have questions about the role or the organisation, we're happy to answer! You can email [chair@seedsofdisruption.com](mailto:chair@seedsofdisruption.com)

Ready to apply? Please prepare a CV (or summary of your experience) and a statement (maximum two A4 pages) sharing why you're interested, the skills and experience you could offer, and anything else you'd like us to know, and submit it in PDF format to [laura@seedsofdisruption.com](mailto:laura@seedsofdisruption.com) with 'youth worker 2026' in the subject line.

Interviews will be scheduled as suitable candidates apply, though these are likely to take place on Thursday evenings.