

# JOB PROFILE



<b>JOB TITLE:</b>	Outreach Worker – Street Intervention Team
<b>SALARY GRADE:</b>	£18.47per hour
<b>JE REFERENCE:</b>	A310
<b>DIRECTORATE:</b>	Community Risk Management
<b>TEAM:</b>	Street Intervention Team
<b>LOCATION OF WORK:</b>	Post holder will be required to work across Merseyside
<b>HOURS OF WORK:</b>	Post holders will be contracted to work a minimum of one evening shift per month (each shift is 4 hours) with the likelihood of more shifts depending on their availability. Shifts are predominantly on Friday and Saturday evening, and attendance at team meetings & training sessions may be required. Additional hours will include other weekdays including a Sunday during school holidays/ bonfire period, or if there is a spike in Anti-social behaviour.
<b>DIRECTLY RESPONSIBLE TO:</b>	Arson Manager
<b>LEADERSHIP BEHAVIOUR LEVEL:</b>	Leading Yourself

## MAIN JOB PURPOSE

To assertively engage with young people who are potentially involved in anti-social behaviour. Team members will signpost young people to support services within the community that will provide positive activities, support or guidance.

The post holder will be committed to, encourage and promote the values of MFRS, the National Core Code of Ethics for Fire & Rescue Services, and act in accordance with our Ground Rules.

## KEY AREAS OF RESPONSIBILITY

1. Assertively engage with young people.
2. Provide signposting service to local provision that will provide positive activities or support to young people.
3. Liaise with local organisations to inform them of the service provided by Street Intervention Team.
4. Engage with community members gathering local intelligence to inform the locations of Street Intervention Team based on community need.
5. Liaise with Merseyside Police to inform them of Street Intervention Team activities and share information.
6. Identify provision within the area that will benefit young people and share this information with young people, members of the team and other organisations.
7. Work to key performance indicators ensuring outputs are met.
8. Complete required paperwork/returns to co-ordinator.

10. You will be required to work across Merseyside.

## VALUES, BEHAVIOURS AND CODE OF ETHICS

As detailed in the Authority's CRMP, the Leadership Message clearly states our Values.

### We serve with **Courage**

- By never settling for the status quo
- By being decisive and calm under pressure
- By having determination to see things through
- By being prepared to fail
- By celebrating diversity and being open to new opportunities and challenges
- By setting high standards and not being embarrassed for doing so
- By challenging ourselves to be better

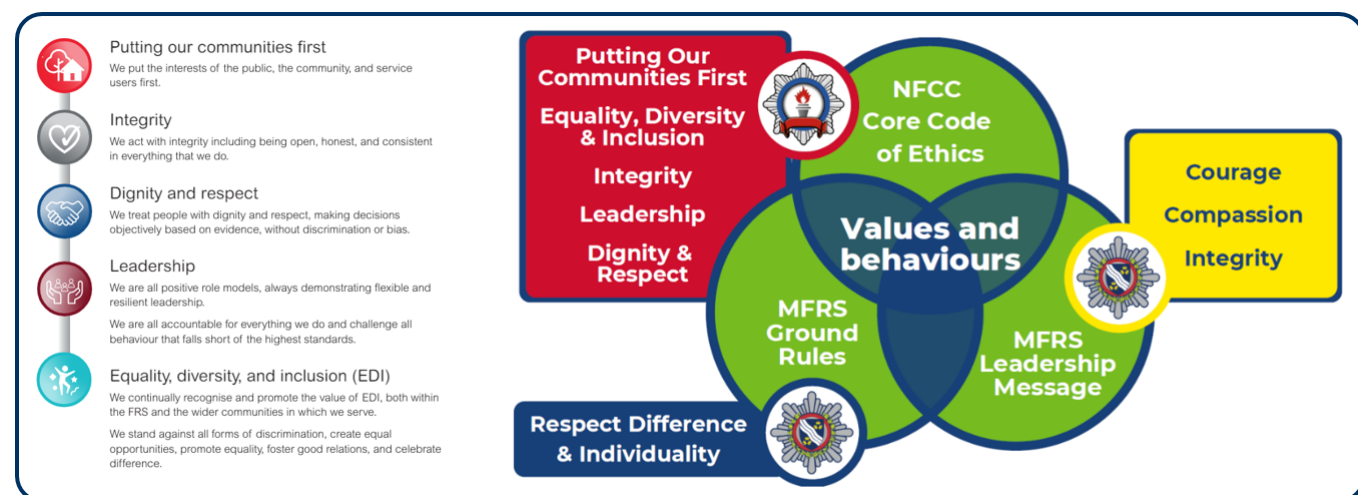
### We serve with **Integrity**

- By doing the right thing even when it is hard or no one is looking
- By leading by example
- By standing up for what matters
- By being open, honest and fair
- By making decisions based on facts
- By explaining the why
- By being consistent
- By always doing what we say we are going to do

### We serve with **Compassion**

- By acting with empathy and kindness
- By actively listening - hearing what is being said
- By going the extra mile to help
- By looking after and supporting each other, noticing what is going on for people
- By recognising each other's contribution
- By creating a sense of belonging
- By embracing and understanding difference

The National Core Code of Ethics for Fire & Rescue Services sets out five Key Principles, which provide a basis for promoting good behaviour and challenging inappropriate behaviour. The code is complemented by MFRA's Ground Rules, which outlines how we welcome difference and individuality, create a sense of belonging in the most inclusive way and provide some key, simple rules surrounding how we act.



## LEADERSHIP BEHAVIOURS

<b>Personal Impact</b>	I demonstrate Service values and behaviours.	I value inclusion and set a positive example to others.	I reflect on my own strengths and see the strengths of others (using colours).
<b>Outstanding Leadership</b>	I am an ambassador for the Service, taking pride and responsibility for the work we do and encouraging others to do the same.	I take responsibility and accountability for the quality of my own work.	I role model proactively, learning new skills and behaviours.
<b>Service Delivery</b>	I find out about my local community risks & associated behaviours to ensure we are offering the best service.	I plan ahead and prioritise my work, managing my time effectively to get things done.	I work to foster trust with others & build constructive working relationships to achieve goals.
<b>Org. Effectiveness</b>	I know what the key organisational goals are and how I contribute.	I work within the organisation's policies, procedures and processes.	I continuously seek to improve my performance & share my ideas.

Date job profile prepared / revised:

20.07.2022 S. Fielding

# MERSEYSIDE FIRE & RESCUE SERVICE

## PERSON SPECIFICATION



**MERSEYSIDE  
FIRE & RESCUE  
SERVICE**

<b>Job Title:</b>	Street Intervention Team Outreach Worker	<b>Team:</b>	Street Intervention Team
<b>Salary:</b>	£18.47 per hour	<b>Directorate:</b>	Community Risk Management
<b>JE Reference:</b>	A310		

QUALIFICATIONS & TRAINING	ESSENTIAL/DESIRABLE	ASSESSED BY
Good level of numeracy & literacy.	E	A & P D
Youth worker qualification.	D	P D
Conflict management & resolution training.	D	A & P D
Assertive engagement training.	D	A & P D
KNOWLEDGE & EXPERIENCE	ESSENTIAL/DESIRABLE	ASSESSED BY
Knowledge of issues faced by young people.	D	A & I
Awareness of dynamic risk assessments.	D	A & I
Knowledge of statutory orders.	D	A & I
Experience of working with challenging young people.	E	A & I
Experience of working in the criminal justice sector.	D	A & I
Use of performance recording systems e.g. community safety information management system.	D	A & I
SKILLS & ABILITIES	ESSENTIAL/DESIRABLE	ASSESSED BY
Excellent interpersonal skills.	E	A & I
Ability to handle difficult situations.	E	A & I
Excellent report writing skills.	E	A & I
WORK RELATED CIRCUMSTANCES	ESSENTIAL/DESIRABLE	ASSESSED BY
A commitment to model our values and behaviours; promoting a culture which embraces collaboration, inclusivity, high performance and wellbeing, striving to make a real difference to the communities we serve.	E	A & I
Meet the medical and fitness standard required for the role	E	MFRS
Disclosure Barring Service check, verification of unspent criminal records will be undertaken in the in the form of a <b>standard</b> disclosure barring service check	E	MFRS
Full UK Driving licence	E	P D

<b>A</b>	Application	<b>I</b>	Interview	<b>PD</b>	Produce Documentation	<b>MFRS</b>	If successful & conditionally offered the role, MFRS will complete
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