

Are you passionate about reaching young people who might otherwise miss out on support?

We are looking for an enthusiastic and resilient LGBTQ+ Youth Worker to help expand LGBTQ+ youth provision into rural and underserved communities across North Wales. This is an exciting opportunity to build new connections, develop local provision, and ensure LGBTQ+ young people can access support wherever they live.

Working across four counties, you will engage with young people, schools, community organisations and local partners to reduce isolation, increase access to services, and create welcoming spaces where LGBTQ+ young people can thrive.

The role includes:

- Developing and delivering LGBTQ+ youth work in rural and underserved communities
- Providing group work and one-to-one support
- Building partnerships with schools and community organisations
- Delivering bilingual Welsh and English provision
- Supporting young people to develop confidence, resilience and positive connections

We are looking for someone with strong youth work skills, a commitment to LGBTQ+ inclusion, and the ability to communicate confidently in both Welsh and English.

Full-time (37 hours per week)

Based across North Wales with a focus on rural communities

Welsh and English language skills essential

Own transport required – travel expenses reimbursed

If you want to help ensure that no LGBTQ+ young person is excluded because of where they live, we would love to hear from you.

For more information, please contact: Alex Thomas alex@yew.cymru 07880 956458 or Donna Jones donna@yew.cymru 07933 876441

LGBTQ+ Youth Worker – Outreach – Job Description

Position Details

Job Title: LGBTQ+ Youth Worker - Outreach

Reports to: LGBTQ+ Youth Work Lead

Hours: Full-time (37 hours per week)

Contract: Confirmed until end May 2027. We would welcome secondment applications for this post as well. Based on successful future fundraising this role could be extended

Salary: £32,475.00

Location: Multiple sites across 4 counties, with focus on rural and underserved areas

Unsociable hours: This role involves some unsociable hours of work, and requires flexibility to work evenings (up to 3 per week), occasional overnight and weekend shifts (e.g. during residential trips)

Travel: Own transport essential – travel expenses will be reimbursed

Language: Able to communicate in Welsh and English, both verbally and in writing (essential)

Closing Date for Applications: 10th August

Interview Dates: 18th & 20th August

Purpose of Role

The Outreach LGBTQ+ Youth Worker will extend access for LGBTQ+ youth provision into rural and underserved areas within North Wales. This role focuses on reaching LGBTQ+ young people in areas where services are limited, providing both group-based and one-to-one support, and ensuring bilingual Welsh/English provision. The post-holder will work collaboratively with the wider Viva LGBTQ+ team while having particular responsibility for outreach and Welsh language delivery.

Key Responsibilities

Rural Outreach and Development:

- Develop and extend LGBTQ+ youth provision in rural and underserved areas across 4 counties, in areas agreed with the Viva LGBTQ+ Team Lead
- Identify and engage with LGBTQ+ young people in underserved and rural communities
- Co-produce and deliver LGBTQ+ youth groups
- Build relationships with rural schools, community organisations, and partners to facilitate access to the youth work support and activities

Direct Youth Work Delivery:

- Deliver programmes and activities at multiple sites
- Provide one-to-one support and key-working for LGBTQ+ young people

- Support advocacy for LGBTQ+ young people
- Facilitate participation and co-production with young people
- Provide a role/possibility model for LGBTQ+ young people

Bilingual Provision:

- Ensure LGBTQ+ provision is accessible to young people in their preferred language
- Contribute to Welsh language communications and resources across the organisation

Quality and Accountability:

- Contribute to quality assurance and evaluation
- Support impact measurement and reporting
- Follow instructions for budgeting and financial record keeping

Professional Practice:

- Participate fully in reflective peer supervision
- Maintain safeguarding duties commensurate with role
- Attend and complete training and CPD as directed

Person Specification

Essential Qualifications:

- Level 3 Youth Work qualification or above (or working towards)
- Training in LGBTQ+ awareness and inclusion

Essential Experience:

- Experience of delivering youth work with diverse groups of young people
- Experience and understanding of issues which impact the lives of LGBTQ+ young people and communities
- Experience working in rural communities and/or understanding of rural issues

Essential Skills:

- Able to communicate confidently in Welsh and English, both verbally and in writing (essential requirement for this post)
- Excellent youth work skills including relationship building and group work
- Ability to work independently and take initiative
- Well adapted collaborative and team working skills
- Strong understanding of LGBTQ+ identities and inclusive practice
- Good communication and interpersonal skills
- Full UK driving licence and own transport (essential due to rural nature of role)
- Flexibility to work evenings (up to 3 per week), occasional overnight and weekend shifts (e.g. during residential trips)

Essential Personal Qualities:

- Expert through lived experience

- Commitment to equality, inclusion and anti-oppressive practise
- Self-motivated and able to work independently in rural locations
- Warm, approachable, and non-judgmental
- Culturally sensitive and respectful of Welsh language and culture
- Resilient and adaptable
- Commitment to youth work values and principles

Desirable:

- Experience of outreach youth work
- Experience working across multiple sites
- Knowledge of rural North Wales communities
- Understanding of barriers faced by LGBTQ+ young people in rural areas

Relevant National Occupational Standards

This role aligns with the following Youth Work NOS:

Key Area A: Work with young people and others

- YW01: Initiate, build and maintain relationships with young people
- YW02: Assist young people to learn and engage with the youth work process
- YW03: Comply with legal, regulatory and ethical requirements
- YW04: Develop and maintain productive working relationships

Key Area B: Facilitate learning and development

- YW05: Enable young people to identify, reflect and use their learning
- YW07: Apply youth work values and principles in group work
- YW09: Support young people to become responsible citizens
- YW10: Advocate with and on behalf of young people
- YW11: Plan, prepare and facilitate learning activities

Key Area C: Inclusion, equity and wellbeing

- YW14: Assist young people to recognise, realise and defend their rights
- YW15: Assist young people to assess risk and make informed choices
- YW16: Equip young people with safeguarding techniques
- YW18: Engage with young people to promote emotional wellbeing
- YW19: Develop a culture and ethos that promotes inclusion and values diversity

Key Area E: Develop self

- YW25: Work as an effective and critically reflective practitioner

Key Area F: Work with Communities

- Signpost 37: Work with the tensions inherent in community development practice
- Signpost 38: Support inclusive and collective working
- Signpost 39: Relate to different communities

Apply online

ENG- https://bit.ly/YEW_app_Eng

CYM- https://bit.ly/YEW_app_Cym

Ydych chi'n mwynhau gweithio'n uniongyrchol gyda phobl ifanc a'u helpu i ddatblygu hyder, sgiliau a chysylltiadau?

Rydym yn chwilio am Weithiwr Cymorth Gwaith Ieuenctid LHDTCT+ brwdfrydig ac ymroddedig i ddarparu gweithgareddau gwaith ieuenctid a chefnogi pobl ifanc LHDTCT+ ledled gogledd Cymru. Mae hon yn rôl ymarferol sy'n canolbwyntio ar berthnasoedd, gan greu mannau croesawgar, hwyluso grwpiau, a helpu pobl ifanc i gael mynediad at y cymorth sydd ei angen arnynt i ffynnu.

Yn y rôl hon, byddwch yn:

- Cefnogi a darparu grwpiau a gweithgareddau ieuenctid LHDTCT+
- Meithrin perthnasoedd cadarnhaol gyda phobl ifanc LHDTCT+
- Darparu cymorth un-i-un a gwaith allweddol
- Helpu i gyflwyno rhaglenni drwy Bartneriaeth Tŷ Pride
- Annog cyfranogiad, cydgynhyrchu a mentrau sy'n cael eu harwain gan bobl ifanc
- Cyfrannu at gyfathrebu, y cyfryngau cymdeithasol a datblygiad y gwasanaeth

Rydym yn chwilio am rywun sy'n mwynhau gweithio gyda phobl ifanc, sydd wedi ymrwymo i gynhwysiant LHDTCT+, ac sy'n gallu helpu i greu amgylcheddau diogel a chefnogol lle mae pobl ifanc yn teimlo eu bod yn cael eu gwerthfawrogi a'u parchu.

0.7 CALI (tua 26 awr yr wythnos)

Wedi'i leoli ar draws safleoedd lluosog yng ngogledd Cymru

Mae mynediad at ddull trafnidiaeth personol yn hanfodol

Mae gwaith rheolaidd gyda'r nos yn ofynnol (hyd at dair noson yr wythnos)

Os hoffech wneud gwahaniaeth cadarnhaol ym mywydau pobl ifanc LHDTCT+, byddem wrth ein bodd yn clywed gennych.

Am ragor o wybodaeth, cysylltwch â / ag: Alex Thomas alex@yew.cymru 07880 956458 neu Donna Jones donna@yew.cymru 07933 876441

Gweithiwr Ieuenctid LHDTCT+ - Allgymorth – Disgrifiad Swydd

Manylion y Swydd

Teitl y Swydd: Gweithiwr Ieuenctid LHDTCT+ - Allgymorth

Yn Atebol i: Arweinydd Gwaith Ieuenctid LHDTCT+

Oriau: Llawn amser (37 awr yr wythnos)

Cyflog: £32,475.00

Cytundeb: Wedi'i gadarnhau tan ddiwedd mis Mai 2027. Byddem hefyd yn croesawu ceisiadau am secondiad ar gyfer y swydd hon. Gellid ymestyn y rôl hon yn dibynnu ar lwyddiant codi arian yn y dyfodol.

Lleoliad: Safleoedd lluosog ar draws pedair sir, gyda ffocws ar ardaloedd gwledig a'r ardaloedd hynny sydd heb ddigon o wasanaethau

Oriau anghymdeithasol: Mae'r rôl hon yn cynnwys rhywfaint o waith yn ystod oriau anghymdeithasol, ac mae angen hyblygrwydd i weithio gyda'r nos (hyd at dair noson yr wythnos), ac yn achlysurol ar sifftiau dros nos ac ar benwythnosau (er enghraifft yn ystod teithiau preswyl)

Teithio: Mae mynediad at ddull trafnidiaeth personol yn hanfodol – telir costau teithio

Iaith: Y gallu i gyfathrebu yn Gymraeg ac yn Saesneg, ar lafar ac yn ysgrifenedig (hanfodol)

Dyddiad terfynol am ceisiau: 10^{fed} Mis Awst 2026

Dyddiadau cyfweld: 18^{fed} & 20^{ain} Mis Awst 2026

Diben y Rôl

Bydd y Gweithiwr Ieuenctid LHDTCT+ - Allgymorth yn ehangu mynediad at ddarpariaeth ieuenctid LHDTCT+ mewn ardaloedd gwledig ac ardaloedd sydd heb ddigon o wasanaethau yng ngogledd Cymru. Mae'r rôl hon yn canolbwyntio ar gyrraedd pobl ifanc LHDTCT+ mewn ardaloedd lle mae gwasanaethau'n gyfyngedig, darparu cymorth mewn grwpiau ac ar sail un-i-un, a sicrhau darpariaeth ddwyieithog Gymraeg a Saesneg. Bydd deiliad y swydd yn gweithio ar y cyd â thîm ehangach Viva LHDTCT+ tra'n ysgwyddo cyfrifoldeb penodol am waith allgymorth a darparu gwasanaethau drwy gyfrwng y Gymraeg.

Prif Gyfrifoldebau

Allgymorth a Datblygu mewn Ardaloedd Gwledig

- Datblygu ac ehangu darpariaeth ieuenctid LHDTCT+ mewn ardaloedd gwledig ac ardaloedd sydd heb ddigon o wasanaethau ar draws pedair sir, mewn ardaloedd a gytunir gyda'r Arweinydd Tîm Viva LHDTCT+

- Adnabod ac ymgysylltu â phobl ifanc LHDTCT+ mewn cymunedau gwledig ac ardaloedd sydd heb ddigon o wasanaethau
- Cydgynhyrchu a darparu grwpiau ieuenctid LHDTCT+
- Meithrin perthnasoedd ag ysgolion gwledig, sefydliadau cymunedol a phartneriaid er mwyn hwyluso mynediad at gymorth a gweithgareddau gwaith ieuenctid

Darparu Gwaith Ieuenctid yn Uniongyrchol

- Cyflwyno rhaglenni a gweithgareddau ar draws safleoedd lluosog
- Darparu cymorth un-i-un a gwaith allweddol i bobl ifanc LHDTCT+
- Cefnogi eiriolaeth ar ran pobl ifanc LHDTCT+
- Hwyluso cyfranogiad a chydgyhyrchu gyda phobl ifanc
- Bod yn fodel rôl a phosibilrwydd i bobl ifanc LHDTCT+

Darpariaeth Ddwyeithog

- Sicrhau bod darpariaeth LHDTCT+ yn hygyrch i bobl ifanc yn eu iaith ddewisiol
- Cyfrannu at gyfathrebiadau ac adnoddau Cymraeg ar draws y sefydliad

Ansawdd ac Atebolrwydd

- Cyfrannu at sicrhau ansawdd a gwerthuso'r ddarpariaeth
- Cefnogi mesur ac adrodd ar effaith y gwasanaeth
- Dilyn cyfarwyddiadau ynghylch cyllidebu a chadw cofnodion ariannol

Ymarfer Proffesiynol

- Cymryd rhan lawn mewn goruchwyliaeth fyfyrionol gan gymheiriaid
- Cyflawni dyletswyddau diogelu sy'n gymesur â'r rôl
- Mynychu a chwblhau hyfforddiant a datblygiad proffesiynol parhaus (DPP) yn unol â chyfarwyddyd y sefydliad

Manyleb y Person

Cymwysterau Hanfodol

- Cymhwyster Gwaith Ieuenctid Lefel Tri neu uwch (neu'n gweithio tuag ato)
- Hyfforddiant mewn ymwybyddiaeth a chynhwysiant LHDTCT+

Profiad Hanfodol

- Profiad o ddarparu gwaith ieuenctid gyda grwpiau amrywiol o bobl ifanc
- Profiad a dealltwriaeth o'r materion sy'n effeithio ar fywydau pobl ifanc a chymunedau LHDTCT+
- Profiad o weithio mewn cymunedau gwledig a/neu ddealltwriaeth o faterion gwledig

Sgiliau Hanfodol

- Y gallu i gyfathrebu'n hyderus yn Gymraeg ac yn Saesneg, ar lafar ac yn ysgrifenedig (gofyniad hanfodol ar gyfer y swydd hon)

- Sgiliau gwaith ieuenctid rhagorol, gan gynnwys meithrin perthnasoedd a gwaith grŵp
- Y gallu i weithio'n annibynnol a defnyddio menter
- Sgiliau cydweithio a gweithio mewn tîm datblygedig
- Dealltwriaeth gadarn o hunaniaethau LHDTC+ ac arferion cynhwysol
- Sgiliau cyfathrebu a rhyngbersonol da
- Trwydded yrru lawn y DU a mynediad at ddull trafndiaeth personol (hanfodol oherwydd natur wledig y rôl)
- Hyblygrwydd i weithio gyda'r nos (hyd at dair noson yr wythnos), ac yn achlysurol ar sifftiau dros nos ac ar benwythnosau (er enghraifft yn ystod teithiau preswyl)

Rhinweddau Personol Hanfodol

- Arbenigedd sy'n deillio o brofiad bywyd
- Ymrwymiad i gydraddoldeb, cynhwysiant ac ymarfer gwrth-ormesol
- Hunangymhelliant a'r gallu i weithio'n annibynnol mewn lleoliadau gwledig
- Cynnes, hawdd mynd ato ac anfeiriadol
- Sensitifrwydd diwylliannol a pharch tuag at y Gymraeg a diwylliant Cymru
- Hydwyth a hyblyg
- Ymrwymiad i werthoedd ac egwyddorion gwaith ieuenctid

Dymunol

- Profiad o waith ieuenctid allgymorth
- Profiad o weithio ar draws safleoedd lluosog
- Gwybodaeth am gymunedau gwledig gogledd Cymru
- Dealltwriaeth o'r rhwystrau sy'n wynebu pobl ifanc LHDTC+ mewn ardaloedd gwledig

Safonau Galwedigaethol Cenedlaethol Perthnasol

Mae'r rôl hon yn cyd-fynd â'r Safonau Galwedigaethol Cenedlaethol canlynol ar gyfer Gwaith Ieuenctid:

Maes Allweddol A: Gweithio gyda phobl ifanc ac eraill

- YW01: Sefydlu, meithrin a chynnal perthnasoedd gyda phobl ifanc
- YW02: Cynorthwyo pobl ifanc i ddysgu ac ymgysylltu â'r broses gwaith ieuenctid
- YW03: Cydymffurfio â gofynion cyfreithiol, rheoleiddiol a moesegol
- YW04: Meithrin a chynnal perthnasoedd gwaith effeithiol

Maes Allweddol B: Hwyluso dysgu a datblygiad

- YW05: Galluogi pobl ifanc i adnabod, myfyrio ar a defnyddio eu dysgu
- YW07: Cymhwyso gwerthoedd ac egwyddorion gwaith ieuenctid mewn gwaith grŵp
- YW09: Cefnogi pobl ifanc i ddod yn ddinasyddion cyfrifol
- YW10: Eirioli gyda phobl ifanc ac ar eu rhan
- YW11: Cynllunio, paratoi a hwyluso gweithgareddau dysgu

Maes Allweddol C: Cynhwysiant, tegwch a llesiant

- YW14: Cynorthwyo pobl ifanc i gydnabod, gwireddu ac amddiffyn eu hawliau
- YW15: Cynorthwyo pobl ifanc i asesu risg a gwneud dewisiadau gwybodus
- YW16: Cyfarparu pobl ifanc â thechnegau diogelu
- YW18: Ymgysylltu â phobl ifanc i hyrwyddo lles emosiynol
- YW19: Datblygu diwylliant ac ethos sy'n hyrwyddo cynhwysiant ac yn gwerthfawrogi amrywiaeth

Maes Allweddol E: Hunan-ddatblygu

- YW25: Gweithio fel ymarferydd effeithiol sy'n myfyrio'n feirniadol ar ei ymarfer ei hun

Maes Allweddol F: Gweithio gyda Chymunedau

- Arwyddbost 37: Gweithio gyda'r tensiynau sy'n gynhenid i ymarfer datblygu cymunedol
- Arwyddbost 38: Cefnogi gwaith cynhwysol a chydweithredol
- Arwyddbost 39: Ymgysylltu â chymunedau amrywiol

Geisiwch ar-lein

CYM- https://bit.ly/YEW_app_Cym

ENG- https://bit.ly/YEW_app_Eng