

Youth Advocacy Lead

Job Pack



**GREATER
MANCHESTER
YOUTH
NETWORK**

Salary: £29,269

Hours: Full-time, 35 hours per week

Base: GMYN office, with opportunities to work from home

Deadline: Monday 17th August - 9am

www.gmyn.co.uk

#YoungPeopleCan

A warm welcome from GMYN!



Thank you for showing an interest in joining GMYN. The charity has been supporting young people since 2007 and has helped transform many lives across Greater Manchester. Our focus is on supporting young people who have experienced trauma or lack a strong support network, providing them with a safe, nurturing space to learn and grow.

This is an exciting new role to embed self-advocacy across the organisation to support care experienced young people. You would be joining a passionate and highly skilled team, all wanting to make a difference to young people's lives. We look forward to hearing from you!

About us...

For many young people, moving towards a positive future isn't easy. At Greater Manchester Youth Network (GMYN) our vision is #YoungPeopleCan and our goal is that young people are safe, heard, and capable of great things.

We pride ourselves on being an exciting, innovative and transformational youth charity, focused on changing the lives of young people facing multiple disadvantages. Through the delivery of more than 25 projects, we help young people aged 10-25 to strengthen social connections, improve wellbeing, increase confidence, develop skills and have a say on issues that matter to them.

For nearly 20 years we have positively impacted the lives of more than 16,000 young people, many of whom face significant and overlapping challenges in their daily lives, working primarily with:

- Care experienced young people.
- Separated young people and unaccompanied asylum-seeking children.
- Young people who are disabled and neurodivergent.
- Young people who are not ready for work.

Impact

Our programmes aren't delivered to young people; they're co-designed with them. We believe that young people being actively involved in shaping, leading and evaluating the programmes that they take part in is transformational, builds confidence and develops decision making skills.

Our intended outcomes are that young people:

- Improve wellbeing.
- Strengthen social connections.
- Develop new skills.
- Boost their contribution to their community.
- Increase confidence.
- Shape systems.



Our Values

At GMYN, **inclusivity**, **empathy**, and being **youth friendly** is the lens in which we operate. We want to go above and beyond and feel that our values demonstrate this:

We show **compassion**, creating a supportive and nurturing environment where everyone part of GMYN can thrive and feel valued.

Fun is at the heart of GMYN, making every experience enjoyable and engaging.

Throughout GMYN, **creativity** shapes everything we do, ensuring innovative programmes and inclusive activities that engage and inspire.

With **courage** at our core, GMYN strives to create transformative change, fearlessly innovating and advocating for young people.

Continuous **learning** is core to what we do ensuring we reflect, adapt, and evolve to better meet the needs of the young people we support.



IDEA (inclusivity, diversity, equity and access)

GMYN aims to create an inclusive welcoming environment for young people and all those who work or volunteer at GMYN or wish to join **#TeamGMYN**.

GMYN is ambitious about inclusivity, diversity, equity and access. If you've got the right skills and experiences, we want to hear from you. We actively encourage applications from people of colour, people from working class backgrounds, disabled and neurodiverse people, and/or people who have relevant lived experience of the challenges we help young people to tackle.

All applications are welcomed, and each will be assessed on its own merit. Many of our staff work flexibly in many ways, including part-time and job share. Please talk to us at interview about the flexibility you need. We can't promise to give you exactly what you want, but we do promise not to judge you for asking.

The role

As Youth Advocacy Lead, you will develop and deliver GMYN's new **We Rise** project, working alongside care-experienced and separated young people to transform housing and accommodation across Greater Manchester.

This role is about more than delivering a project. It is an opportunity to help change not just young people's lives but how an organisation listens to them. We are looking for an advocate who believes young people already have the answers; they simply need adults and organisations willing to listen, share power and act.

The role will combine direct work with young people, advocacy practice, organisational development and systems change. You will introduce and embed a self-advocacy approach across GMYN, supporting young people to understand their rights, build confidence and influence the decisions affecting their lives.

Alongside this, you will support GMYN colleagues to develop the skills and confidence to make advocacy part of everyday practice; not something that only happens when things go wrong. Working across the organisation, you will help us move from supporting young people for them to achieving change with them.

You will support young people to lead social action projects, distribute over grants through the We Rise Challenge Fund, influence regional housing reform, develop the creative projects and become the next generation of youth leaders across Greater Manchester.

This is a real opportunity to build something from the beginning and help create an organisation where advocacy is not an activity, it is simply how we work.

Key responsibilities

- Lead the development and delivery of We Rise, ensuring young people are meaningfully involved learning is captured throughout the project.
- Develop a self-advocacy approach across GMYN, supporting young people to understand their rights and influencing decisions affecting their lives.
- Support young people to develop leadership, advocacy and social action skills so they can shape the services, systems and decisions that affect their lives.
- Design participation opportunities using rights-based approaches, ensuring young people are equal partners in shaping services and decisions.
- Develop strong relationships across Greater Manchester to strengthen youth voice and advocacy for young people to influence change.



- Model strong safeguarding practice to ensure young people are safe and supported.
- Promote strengths-based and trauma-informed that ensure young people feel valued and heard.
- Capture insight, outcomes and learning to evidence impact and improve future practice.
- Manage project plans, budgets, reporting, and partnerships to ensure successful project delivery.
- Support GMYN to embed advocacy approaches and continuously improve how we work alongside young people.
- Promote youth-led advocacy and represent GMYN with stakeholders across Greater Manchester.
- Carrying out any other reasonable duties and responsibilities that contribute to the organisation's overall aims and objectives.

Person Specification

We welcome applications from people of all backgrounds and experiences. We recognise that everyone brings unique strengths, perspectives and insight, and we encourage you to apply if you believe you can thrive in this role and align with our values – even if your experience does not match every requirement.

We are looking for someone who is passionate about young people's rights and believes meaningful change happens when young people have power, influence and ownership. You will have experience of advocacy, participation and working alongside young people and communities to create positive change.

Skills & Experience

- Experience delivering independent advocacy, self-advocacy, or rights-based support with young people, such as care-experienced and separated young people.
- Understanding of advocacy approaches and how they differ from advice, counselling and key work.
- Experience supporting young people to develop and lead social action projects that create positive change in their communities.
- Experience designing and delivering participation opportunities and co-producing services or projects with young people and people with lived experience.
- Experience facilitating groups, workshops and activities that create safe, inclusive and empowering spaces for young people.
- Experience developing practice through training and coaching professionals and embedding new approaches across organisations.
- Understanding of trauma-informed approaches, strengths-based practice, and rights-based participation, including the Lundy Model.
- Experience building and maintaining effective partnerships with young people, professionals, organisations and stakeholders.
- Experience planning, coordinating, monitoring and evaluating projects or programmes, including capturing impact and learning.

Our offer...

In 2025 we received membership status for the GM Good Employment Award. This means we have gone through a rigorous process to ensure that we are the best employer we can be in the following areas – secure work, flexible work, pay, engagement & voice, recruitment, people management, health & wellbeing.



In essence, we care about staff and strive to support them to be happy and succeed in the workplace. We are at the completion stages of the Bronze Trauma Quality Mark. This means that we are trauma aware and strive to do everything through a trauma lens.

All staff receive the following offer:

Annual Leave: All staff receive 25 days of annual leave in addition to the public bank holidays, pro rata. This offer rises after three years employment with an extra day each year (capped at 30 days). We also provide additional "Gift Days" during Christmas when the office is closed.

Flexible Working: We operate flexible working hours and working from home policies to allow you to fit your personal commitments around your work.

Remuneration: We are a living wage employer, benchmarking salaries and reviewing annually. We provide development opportunities for staff to experience key themes such as project management, staff supervision and other areas of the organisation to help with role/salary progression.

Celebration leave: GMYN allows all employees to take a day off from work each year to celebrate their birthday or a religious celebration.

Wellbeing Days: Staff receive five annual 'no-questions-asked' days off, taken as needed to reduce stress and support mental wellbeing as part of their holiday allowance.

Emergency leave: Staff are allowed time off to deal with an emergency or other situations which have an impact on their ability to work. GMYN pay full salary for up to 5 days a year pro rata for staff to deal with an immediate situation that is out of their hands and unplanned.

Pension: We offer a salary sacrifice 8% pension scheme with 3% employer contributions.

Employee Assistance Programme (EAP): Staff have access to a 24/7 service offering a wide range of support.

Volunteering/Development hour: GMYN allows all staff members the opportunity to take one hour out of their working week to either volunteer or engage in a development hour.

Social Value: GMYN takes pride in our social value and environmental impact, continually seeking team-led ideas to drive improvement.

Cycle to Work Scheme: GMYN provides the Cycle to Work scheme, supporting staff to buy a bike, with the cost of the equipment repaid by the employee through salary sacrifice.

How to apply

Please apply via Charityjob by visiting this [link](#)

This platform enables us to do blind recruitment and ensures that our recruitment processes are fair and equitable.

Your invitation to interview will be based on how you demonstrate that you meet the points in the person specification. We will consider skills and experiences from previous roles and encourage applicants to demonstrate how they can be transferable to this role.

In your application, please answer the questions below. Please ensure that your answers are no longer than 200 words. Your answers may be marked down if you exceed the word limit.

Alternatively, you can send an audio application if you prefer. If you send audio, please ensure that the answers are no longer than 2 minutes. Please send audio files to jobs@gmyn.co.uk

While we acknowledge that candidates might use AI to write their applications, we prefer to hear from their authentic selves.

Questions

1. Describe your experience of supporting young people to understand their rights, speak up for themselves, and influence decisions that affect their lives.
2. Tell us about your experience of working with care-experienced, separated, or other young people facing disadvantage, and the key learning you have gained from this work.
3. Explain how you have involved young people in shaping, designing or influencing services, projects or decisions.
4. Describe your experience of developing the knowledge, confidence or practice of colleagues or partners to improve outcomes for young people.
5. Outline your experience of coordinating a project, including how you worked with partners and demonstrated the impact of your work.

Closing date: Monday 17th August 9am.

Interviews will take place on Thursday 20th August and Wednesday 26th August



In line with our safeguarding policy and safer recruitment practices, all shortlisted candidates will be required to complete a complete a self-disclosure form outlining any offence that may prevent them from taking the role. The successful candidate must undertake an Enhanced DBS check and references will be required before a job offer can be confirmed. Please note that having a criminal conviction is not an automatic barrier to employment at GMYN.

We are offering prospective candidates the opportunity to visit our offices or a programme to gain an insight into our work. There is no expectation for candidates to do this and visits will not have any bearing on the outcome of an application. Please contact jobs@gmyn.co.uk for more information.

Candidates who meet the person specification will be invited to interview. We aim to make our interviews as relaxed as possible as we want to get the best from candidates. With this in mind, we send shortlisted candidates, some of the interview questions beforehand. Please let us know if you need any support in order to attend an interview.

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