



Aberdeen Foyer Housing - Recruitment Pack

About Aberdeen Foyer

Established in 1995, the Foyer is a charitable organisation supporting people in the North East of Scotland towards independent living, learning and work. The Foyer supports young people and adults to deal with, and move on from, tough situations including homelessness, unemployment, mental illness and poverty. We start with people's strengths, supporting them to build their confidence, develop their talents and make real and lasting change in their lives by:

- providing young people who are homeless or at risk a safe place to stay
- supporting people who are unemployed to learn new skills and move into work
- engaging people through education and learning opportunities
- supporting positive mental health and wellbeing

We deliver joined up services offering supported housing, learning, training, counselling, employment support and health improvement initiatives for young people and adults.

About Foyer Housing

We provide housing support and accommodation for formerly homeless and at-risk young people. We work closely with both Aberdeen City and Aberdeenshire Councils to help meet each Council's statutory duties for those who present as homeless and to support the aim of reducing youth homelessness.

There are many reasons why a young person may need a safe home along with individualised support to make changes from what may have been a chaotic, possibly troubled life, towards a positive and productive future. For young people the transition from adolescence to adulthood can be difficult. We provide safe consistent relationships, listening and inspiring young people to feel confident to own their hopes and aspirations and support them to plan for life beyond the Foyer – a safe home, a job, friends and family, supporting them as they move towards social and economic independence.

This service is registered with the Scottish Care Inspectorate. These services work hard to ensure that a young person's experience of homelessness is rare, brief and non-recurring.

About the Role

As a Development Coach within Foyer Housing you will be line managed by the Housing Team Leader and work as part of a team with the opportunity to provide supervisory support for Skills Coaches, students and volunteers as appropriate. You will also have access to working with teams across the Foyer in employability, education, training, learning and health.

This role requires an excellent understanding of a youth focused approach that enables effective engagement with young people. The role involves providing coaching, support and advice for Foyer tenants who have experienced or have been at risk of homelessness. Development Coaches engage with young people using a variety of techniques and approaches to build trusting relationships, putting their



needs first in helping them to reach their personalised goals, make informed decisions, and achieve a greater level of stability and independence.

About You

You will need to be a self-starter with previous experience of working directly with young people. We need someone able to challenge and be challenged, be curious and have a genuine desire to see the person and their abilities taking a non-judgmental approach. You will have excellent communication skills with the ability to connect and build trusted relationships with key stakeholders at all levels. Strong time management skills to manage a varied and demanding workload, work effectively as part of a wider team as well as have the ability and willingness to work well under your own initiative and often in isolation are also essential. Ideally you will have qualifications in youth work or a related discipline and/or an equivalent level of experience working with vulnerable individuals, supporting them to identify and sustain positive changes in their lives. You would be required to register with the SSSC within 6 months of your start date.

Aberdeen Foyer offers an innovative and engaging work environment. There is a strong #TeamFoyer approach to finding solutions that work for people who use our services. You need to be flexible and driven by the belief that everyone matters.

Benefits

We offer 20 days annual leave plus 12 public holidays rising to a cumulative 37 days with continued service and a contributory company pension. We consider flexible working for most roles which means many of our employees enjoy the freedom of choosing a working pattern that suits them as much as it suits the Foyer.

We are very proud to be both a Living Wage and a Disability Confident employer. We value our employee's wellbeing and offer a Cycle to Work scheme, a monthly Wellbeing Hour and a confidential Employee Assistance Programme which is open to employees and their friends and family.

All posts will have access to training and learning opportunities including, where relevant, trauma informed practice, boundaries and solution focused practice.

Recruitment Process

So, if you're seeking your next challenge as a Development Coach for our Housing team, **to apply**, please submit your CV along with an accompanying cover letter that gives us a fuller understanding of what interests you about this position and how your experience and skills link to the role to: Recruitment@aberdeenfoyer.com

Our people are our greatest assets. #TeamFoyer provide a safe space for our employees, where everyone can be themselves and feel comfortable bringing their whole self to work.

The Foyer embraces and celebrates diversity and equal opportunity for all. We place a strong ethos on focusing on the right people for the job, ensuring inclusion, diversity and difference is



always at the very heart of what we do. We recognise the value a diverse workforce brings to the way we work and the difference we make to the people we support.

We want to hire the right candidate for each role and are committed to promoting the human rights and dignity of each human being, including equality of opportunity inclusive of sexual orientation, gender or transgender identity, race, colour, age, national origin, disability, religion or belief and socio-economic status, protected veteran status, or other characteristics in accordance with the relevant governing laws. For those who are suitably qualified and care experienced, we offer guaranteed interviews.

Application Closing Date [see website for closing date](#) Submit your CV and Covering letter to recruitment@aberdeenfoyer.com

For more information and/or to discuss the role please contact:

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