****  **Job Pack**

**Engage Development Coach North**

**About Aberdeen Foyer**

Aberdeen Foyer wants everyone to have a safe, decent place to call home and have access to resources to thrive. We are on a mission to end poverty and prevent youth homelessness across Northeast Scotland by working alongside young people and adults supporting them to discover their potential, overcome challenges, and shape their own positive futures.

We offer a variety of carefully integrated programmes and services which combine to provide wraparound support for people around 5 key areas:

* **Youth Housing** - providing young people who are homeless or at risk a safe place to stay
* **Employability** - supporting people who are unemployed and/or underemployed to learn new skills and move into work
* **Learning** - engaging people through education and learning opportunities
* **Health** - supporting positive mental health and wellbeing
* **Community** – working in and with local communities

**Our Values**

At The Foyer we value seeing the person and their potential, building trusting relationships based on honesty, compassion, and respect. We value curiosity and a drive to learn as well as commitment to go the extra mile and never give up.

**About Foyer Futures**

Every young person has hidden talents, skills, interests, hopes and aspirations for the future.  At Foyer Futures we help young people to think creatively about the lives they want for themselves, removing barriers to progress and developing the skills they need for creating their own positive future. We engage and support young people, using practical youth centered approaches and tools, working one-to-one, taking time to listen, build relationships and encourage and motivate their aspirations and engagement with training and learning opportunities.

**About the Role**

As Development Coach for Engage, you will be responsible for managing a caseload of young people, making a difference to their lives. You will be responsible for organising and delivering a bespoke educational service, based on the needs and aspirations of young people. Working alongside young people and ensuring young people's wellbeing is assessed and monitored using SHANARRI indicators, you will support and engage with young people who are facing difficulties in their lives and have disengaged, providing young people with the best outcomes for learning and later life.  Through questionnaires, games and tool kits, young people are encouraged to think creatively about their education and make the link between learning outcomes now and the impact on their future aspirations.  We ensure that young people are included, engaged and involved through the 4 stages of our work:

* **Getting Young people through the door** – We acknowledge the barriers young people may face and are persistent in our approach to engaging young people on our programme. To enable engagement, we aim to alleviate any challenges through for example, providing transport or covering the cost of travelling for young people.
* **Settled In** – We have created an environment unlike school – we take an informal approach that encourages trusted relationships; providing food and a cuppa; offer a choice of activities, a gentle introduction, aimed at engaging and getting to know the young person.
* **Ready to Learn** – Incremental achievements are important to sustaining engagement and we offer range of accredited learning opportunities that can be achieved quickly.  The aim is to enable young people to make a positive link between education/learning and their future aspirations.  When restrictions allow, we also offer work experience placements, employer visits and taster sessions, which can help to highlight the relevance of their learning on future employment opportunities.
* **Fulfilling Potential** – This comes naturally as a result of achieving the first 3 stages. Relationships are built, opportunities beyond our service are identified and engaged with, confidence is increased and aspirations are realised.  Young people have had space to be kind to themselves and feel hopeful about their future.

**About you**

The successful candidate will be excellent at engaging with and motivating young people. You will have experience of working with, supporting, and engaging young people on a one-to-one basis. Communication and interpersonal skills are paramount, as we need an individual who will be able to work confidently with a range of partners and young people to deliver this programme. One-to-one mentoring and support are fundamental to the role therefore it is essential that this is delivered in creative and innovative ways that inspire and motivate young people.

This is an exciting and challenging role for a highly motivated, dedicated and creative individual who is passionate about helping young people make positive changes in their lives. Aberdeen Foyer are looking for an enthusiastic and driven professional who has the ability to gain the respect and trust of the young people we are looking to support, and has the ability to complete paperwork efficiently. The successful candidate will show a commitment to Continuous Professional Development, reflective practice and self-development, by attending training, conferences, team meetings and supervision sessions.

**Benefits of Working at the Foyer**

As well as a warm and welcoming supportive working environment, we offer 20 days annual leave plus 12 public holidays rising to a cumulative 37 days with continued service and a contributary 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 employees’ 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.

We value curiosity and all posts have access to structured induction and ongoing training and learning opportunities.

**Recruitment Process**

Our people are our greatest assets. #TeamFoyer provides 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 want to find the best 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 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.

This role may be subject to holding appropriate PVG Registration and will require a disclosure check which we will arrange with you if successful.

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| Application Closing Date: |  **5pm Monday 29th May 2023**  | Please submit your CV and cover letter torecruitment@aberdeenfoyer.com |
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To discuss the role in more detail, please contact **Beth Finnigan, Foyer Futures Service Manager** by emailing her at: Beth.Finnigan@aberdeenfoyer.com.