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**Job Profile**

**Role Title** Engage Development Coach  
**Team** Foyer Futures  
**Salary** £22,626 - £24,105 (full-time equivalent, depending on experience)   
**Working hours** 18 hrs per week, can be worked flexibly dependent on needs of young people

**Term** Fixed term, 12-month contract

**Location** Working across local communities within north Aberdeenshire (Inverurie area) with opportunity for some hybrid working

**Why?** To prevent and mitigate the impact of tough life challenges on young people

**What?** Co-create bespoke educational services with young people aged 12-25 years, based on their needs and aspirations to develop skills for learning, life and work

**Key Competencies**

* Work with young people to understand barriers and coproduce solutions, and progress towards achieving goals which are relevant, realistic, and achievable
* Identify and develop Learning Plans which will enable them to achieve healthy lifestyles and social and economic independence, and ensuring these are continuously monitored and reviewed
* Ensure young people have access to positive and challenging learning experiences, which are well matched to their needs, progress, or attainments and able to support young people to recognise activities which may improve their health and wellbeing
* Able to motivate, encourage and inspire young people to engage with the service and become confident and aware of their aspirations using fun activities including virtual reality gaming, art, cooking, sports etc.
* Work in close collaboration with other Foyer services to coordinate appropriate internal support and opportunities which maximises outcomes for young people
* Ability to liaise with external stakeholders to provide co-ordinated services and opportunities to enable young people to move into positive destinations such as education, training, or employment
* Ability to update, record and monitor progress of caseload, understanding the importance of impact data as source for continuous improvement regularly and accurately

**Behaviours**

* Ability to rapidly build and sustain meaningful relationships with young people, the team and key stakeholders based on honesty, compassion, and trust
* Models’ inclusive behaviour when interacting with young people, the team and all stakeholders promoting and challenging equality and demonstrates an unwavering belief in young people and their potential
* Appreciates and encourages teamwork and flexibility, equally comfortable working autonomously
* Non-judgemental, person-centred, and empathetic; able to empower young people to improve self-esteem and self-confidence through developing strengths, attributes, and talents
* Proactive; able to engage with young people who are facing difficulties in their lives and have disengaged
* Able to communicate and work with young people using various platforms including but not limited to; social media, innovative digital solutions tailored to young people’s interests to maximise engagement
* Outcomes focussed; ensuring young people's wellbeing is assessed and monitored using SHANARRI indicators
* Passionate about youth choice, youth voice and self-determination enabling young people to be in control of their own lives

**Qualifications & Experience**

* Experience of working in a specialist area e.g., employability, training, education, youth work or social work, etc.
* Experience working with young people and knowledge of local community resources, education, learning, and social care systems
* Understanding of and/or experience of working within the principles of GIRFEC
* Understanding of the benefits of health and wellbeing and how this impacts a young person’s ability to progress with their learning
* Ability to work autonomously and multi-task
* Excellent organisation and communication skills
* Understanding of and/or experience of working in a multi-agency setting and in partnership with a network of agencies
* Working and theoretical understanding of ACE’s and the impact of trauma
* Membership of the PVG Schemes for Children and Young People and Adults required, we will support
* Knowledge and understanding of equalities and diversity from a youth perspective
* Competent digital skills including but not limited to Microsoft Office