



## **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 REACH**

REACH (Recovery, Employability, Achievement, Challenge and Hope) is a 12-week employability programme aimed at building confidence, increasing motivation, and providing learners with the opportunity to gain nationally recognised qualifications.

The programme runs workshops focused on wellbeing and goal setting for the future. We work in partnership with other agencies to ensure specific recovery support is available to those who need it, as well as peer mentoring and service user involvement opportunities.

## **About the Role**

As Development Coach you will plan, recruit and directly manage a cycle of structured 12-week employability and learning programme to groups of learners aged 16 years+.

The programme is delivered by Aberdeen Foyer in partnership with North East Scotland College (Nescol). You would deliver and assess City & Guilds units and other informal training required to meet the course objectives and expected learning outcomes as defined by Nescol.

It's a challenging, but an infinitely rewarding job.

## About you

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

This is an exciting and challenging role for a highly motivated, dedicated and creative individual who is passionate about helping learners make positive changes in their lives. Aberdeen Foyer are looking for an enthusiastic and driven professional who will relish the challenges laid at their feet, have the ability to build and maintain trusted relationships with learners we are looking to support, and also have the ability to complete paperwork efficiently.

## 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 REACH programme, **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](mailto: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](mailto:recruitment@aberdeenfoyer.com)

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

**Bryan MacKay** e. [bryanm@aberdeenfoyer.com](mailto:bryanm@aberdeenfoyer.com)