

**King's Trust**

VOLUNTEERING ROLES: BE PART OF OUR TEAM

Role: Business Mentor	Disclosure Check: Basic
Works directly with children / young people: Yes (always supervised and not regular)	
If yes, the age range of children / young people: 16 - 30	

WHY IS THIS VOLUNTEER ROLE IMPORTANT?

A Business Mentor provides help, guidance, and support to a young person during the post-launch stage of the Enterprise programme. This role brings invaluable external expertise and knowledge enabling a young person to develop their confidence and business. Each King's Trust supported business is offered a dedicated mentor. A good Business Mentor is often the key ingredient to a young person's success in this programme. Each Business Mentor acts as the main point of contact for a caseload of young people* over 12 – 36 months as they continue their journey with The Trust.

*Business Mentors support a minimum of 2 young people at any time.

WHAT DOES A BUSINESS MENTOR DO?

-  Provides mentoring and support to a young person through regular 1-2-1 support.
-  Produce and submit a monthly report on a young person's progress, business status, and any support needed to relevant King's Trust contacts.
-  Motivate and empower a young person to sustain and potentially grow their business through offering appropriate business and personal guidance, support and encouragement.
-  Provide a safe space and trust relationship for a young person to develop their confidence.
-  Signpost to additional King's Trust learning, share materials and useful resources that may benefit young people and our work.
-  Be the main point of contact for a young person during the final stage of their Enterprise journey (up to 3 years).

WHAT DOESN'T A BUSINESS MENTOR DO?

-  Run/direct a young person's business for them.
-  Make decisions on behalf of, or for a young person.
-  Invest or have any commercial or financial interests in a young person's business.
-  Provide information, advice, guidance, or support beyond that reasonably expected from a mentor relationship – i.e. mental health counselling.
-  Visit a young person in their home.
-  Operate in isolation of The King's Trust outside of policies, procedures, and guidance.

WHEN AND WHERE DOES THE VOLUNTEERING TAKE PLACE?

Business Mentors need to be flexible as the relationship is led by the young person's needs. The average time commitment is three hours per month, not including any travel time. Mentoring is provided in person or virtually, depending on the preference of both the mentor and the young person. You could be matched with a young person anywhere in the UK. As well as the scheduled monthly mentor meetings, you may provide ad-hoc support through emails, 'check-in' phone/video calls, signposting to other resources etc.

EXPECTATIONS – WHAT WE EXPECT FROM YOU

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all volunteers to share this commitment. To support this, all volunteers are expected to sign a Volunteer Commitment and follow The Trust's policies and standard operating procedures.

One of the essential elements of success is young people having access to a diverse community of Business Mentors who have a wide range of skills, knowledge, experience and qualifications. Below is a list of the leading skills that young people are looking for and the reasons why.

Skills, Knowledge or Experience	Why is it needed?
Understanding the current and future challenges faced by young people and businesses.	Young people face an uncertain future and Business Mentors provide vital insight about the current and future economic and political climate.
Understand key principles and theory of business including finance fundamentals and marketing plans etc.	Young people want to understand how to build solid foundations for their business. You must have professional experience using principles and theories that have been applied in a variety of settings to increase the transfer of learning.
Have a young person first approach	Things may not always go as planned, and you must act accordingly, taking direction from your young person.
Ability to build meaningful relationships and be an effective communicator.	You will primarily support young people but also link with other volunteers, Trust colleagues, and stakeholders across the organisation. The ability to communicate and build trust with people from a range of backgrounds is important.
Being capable of giving and receiving feedback, challenging appropriately, and having difficult conversations.	You will need to be able to navigate a way through different perspectives, and opinions and hold young people to account for their actions and progress.
Critical and strategic thinking and making data-informed decisions.	Working with young people requires you to maintain professional boundaries, which include transforming complex information into advice and guidance that is easy to understand.

EXPECTATIONS – WHAT YOU CAN EXPECT FROM US

-  Reasonable travel expenses in line with the volunteer expenses policy.
-  Training relevant to the role.
-  A nominated point of contact who supports you throughout your volunteer journey.
-  Access to our well-being platform.
-  Opportunities to participate in Network and celebration events and other sources of personal and professional development.

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THE KING'S TRUST'S VALUES

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.



Here at The King's Trust, we're committed to equality, diversity, and inclusion. We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity, and perspective. Our goal is to create an environment where everyone, from any background, can be themselves and do the best work of their lives.

We're a Stonewall Diversity Champion and we are Disability Confident employer. Our staff, volunteers and young people are supported by KT CAN (our Cultural Awareness Network), KT GEN (Gender Equality Network), KT DAWN (Disability & Wellbeing Network) and PULSE (LGBTQIA+ Network). For more information, [click here](#).