CAT Associate Trainer (contractor)

Job application pack

Introducing Betknowmore UK

About us

Established in December 2013, Betknowmore UK's mission is to address gambling related harm in UK communities. Betknowmore is a leading provider of gambling support and training services. We provide award-winning services which embrace the insight and knowledge of 'Experts by Experience' combined with evidence-based approaches. At our core is the 'lived experience' of gambling dependency and recovery, from the Founder to the support team to the Management Board.

We **work locally** within communities, helping them to be aware, supported and resilient to gambling harms

We **work nationally**, within partnerships, sharing our learning and experience to support new and exciting work across the UK

We **work independently**, staying true to our mission and values, working occasionally in a shared space with different stakeholders and remain open to scrutiny and review

2014

First gambling support community addressing gambling related harm and complex co-morbidities. Including accredited outreach support and mentoring programme.

2016

London representative as winner of Big Lottery's People's Postcode Lottery.

2017

'Don't Gamble with Health project'. First rapid support service to licensed betting shop customers. Winner of Royal Society of Public Health 'Health on the High Street' award 2018.

2020

Multiple training programmes launch, addressing suicide first aid, workplace gambling and clinician training.

2020 (continued)

Peer Aid launched. The first peer support service to integrate with the National Gambling Support Network.

2022

New Beginnings launched. A women only support service providing a safe space for women affected by gambling harm.

2023

Joins the National Gambling Support Network as a UK-wide support provider.

2026

Our prevention and support services were commissioned by the NHSE, OHID and Public Health Scotland.

Job Role

Role Specifics

Location:	Remote (with occasional UK travel)
Reports to:	External Training Manager
Engagement:	Independent contractor, assignment by assignment
Hours:	Variable, subject to agreed training assignments (no minimum guaranteed)
Rate:	£30 per hour, partial hours paid pro rata
Positions:	4

Role Purpose

The CAT Associate Trainer supports Betknowmore UK in delivering its Don't Gamble With Health training programme, as well as other Betknowmore UK training programmes where required, facilitating engaging, inclusive and safe learning experiences using approved training materials and programme structures.

Before delivering, you will complete the CAT Associate Trainer development pathway, including paid observation agreed in advance, followed by approval from the Training Manager. Most sessions are delivered online in a two-person team, with occasional in-person delivery where agreed. Working with the External Training Manager, you will help ensure consistent, high-quality delivery within a respectful, trauma-informed learning environment.

The Disclosure & Barring Service (DBS) - Disclosure

Betknowmore UK aims to promote equality of opportunity for all with the right mix of talent, skills and potential. Betknowmore UK welcomes applications from diverse candidates. Criminal records will be taken into account for requirement purposes only when the conviction is relevant. As Betknowmore UK meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013) by SI 2013 1198. All applicants who are offered an engagement will be subject to a criminal record check from the Disclosure & Barring Service, as well as reference and right to work checks, before the appointment is confirmed. This will include details of cautions, reprimands or final warnings, as well as convictions.

Key Accountabilities & Responsibilities

Training Delivery

- Deliver Don't Gamble With Health and other Betknowmore UK training sessions only after completing the development pathway and receiving approval to deliver.
- Facilitate engaging, inclusive and accessible online or face-to-face sessions using Betknowmore UK-approved materials.
- Communicate training content clearly, respond appropriately to learner needs and maintain professional boundaries.
- Follow agreed session plans, delivery arrangements and guidance from the External Training Manager.

Development, Observation & Approval

- Complete the CAT Associate Trainer development pathway and take part in observation activity agreed in advance.
- Engage constructively with feedback and development opportunities before and after approval.
- Deliver only the sessions and activities authorised by Betknowmore UK.

Safeguarding, Safety & Risk Management

- Promote a psychologically safe, respectful and trauma-informed learning environment.
- Recognise and promptly escalate safeguarding concerns, incidents or risks in line with Betknowmore UK policies.
- Maintain confidentiality and appropriate professional boundaries in all training activities.

Quality, Monitoring & Continuous Improvement

- Support consistent training quality and follow the agreed programme content and delivery standards.
- Share learner feedback, delivery issues and improvement suggestions with the External Training Manager.
- Maintain accurate records of delivery dates, sessions and hours for monitoring and invoicing.

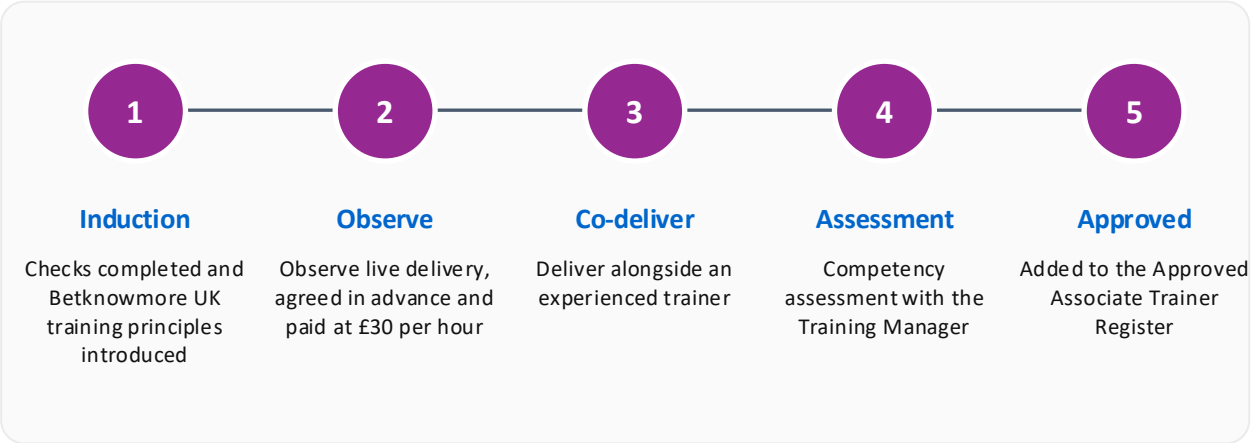
Team Contribution & Organisational Responsibilities

- Communicate promptly with the External Training Manager about availability, scheduling, delivery concerns and cancellations.
- Work collaboratively with colleagues and uphold Betknowmore UK values, including equality, diversity, inclusion and lived experience leadership.
- Comply with relevant organisational policies, confidentiality requirements and data protection standards.

How It Works

Your Development Pathway

Every Associate Trainer completes the pathway below before delivering independently.



Working Arrangements & Payment

- Most training takes place online. Reasonable travel expenses for agreed in-person activity may be claimed where approved in advance and in line with Betknowmore UK's Expenses Policy; travel time is unpaid.
- Very little, if any, preparation is expected as training materials are provided; preparation time is not separately paid.
- Approved delivery and agreed observation are paid at £30 per hour, with partial hours paid pro rata. Observation payment does not depend on subsequent approval to deliver.
- Once approved, you submit one invoice on the 1st of each month to the External Training Manager for training delivered in the previous month. Payment is made within 30 days of receipt of an approved invoice.
- You are responsible for your own tax and National Insurance. There is no minimum volume of work and you may accept or decline assignments.

Person specification

Essential

- Ability to communicate clearly and facilitate engaging group learning, including online
- Commitment to safeguarding, confidentiality, professional boundaries and trauma-informed practice
- Ability to work inclusively with learners from different backgrounds and experiences
- Reliability, organisational skills and willingness to complete the CAT development and approval pathway
- Ability to follow agreed training content, receive feedback and maintain accurate records

Desirable

- Experience delivering or supporting training, workshops or group facilitation
- Experience in the voluntary, community, health or social care sector
- Understanding of gambling-related harm, lived experience approaches or working with Experts by Experience
- Lived experience of gambling-related harm, either directly or as an affected other

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