Job Description

Job Title: Programme Lead
Reporting to: Senior Programme Lead
Location: North West

About Power2

Power2 is a fast growing and energetic children and young people's charity that has supported more than 30,000 young people since 2011. We are based in the North West of England and work across London and the North West to deliver early-intervention asset-based programmes to support children and young people who are experiencing mental wellbeing challenges, disengaged from school and other vulnerabilities.

Through our work, young people improve their wellbeing, re-engage with education and learning, build positive relationships and access opportunities that improve their future life chances.

Our programmes include the accredited Teens and Toddlers programme, Power2 Rediscover and a range of targeted mentoring and group interventions delivered in schools and communities. We work closely with schools, families and other professionals to help young people overcome barriers and achieve positive outcomes.

We're committed to equality and operate within a culture and structure that recognises diversity and strives to be fair. We live by our values of Brave, Expert and Passionate and we aim to have an entrepreneurial and flexible approach to work.

The role

As a Programme Lead, you'll play a vital role in helping young people overcome barriers, build confidence and achieve positive outcomes.

You'll work directly with young people through mentoring, one-to-one support and group programme delivery in schools and community settings. By building trusted relationships, you'll help young people develop resilience, improve their wellbeing and re-engage with learning and future opportunities.

You'll work closely with schools, families and other professionals to create the best possible support around each young person. You'll also help ensure our programmes are delivered to a consistently high standard, demonstrating impact and maintaining strong relationships with our school partners.

This is a highly rewarding role for someone who is passionate about empowering young people and is motivated by seeing the difference their work can make every day.

What you'll do

Deliver mentoring and support

- You'll build positive, professional relationships with young people that encourage trust, engagement and growth.
- You'll provide mentoring and personalised support that helps young people build confidence, resilience and self-belief.
- You'll deliver one-to-one interventions and group programmes in line with Power2's delivery model.
- You'll adapt your approach to meet the individual needs of young people while maintaining clear and appropriate boundaries.

- You'll support young people to engage positively with education, their personal development and future opportunities.
- You'll organise and facilitate activities both within schools and in community settings when required.

Build strong partnerships

- You'll develop effective working relationships with school staff, families and external professionals.
- You'll work collaboratively with schools to coordinate programme delivery and ensure a positive experience for participants.
- You'll communicate effectively with stakeholders, providing updates on progress, outcomes and areas of concern where appropriate.
- You'll represent Power2 professionally and act as an ambassador for our work and values.

Deliver high-quality programmes

- You'll plan, prepare and facilitate engaging programme sessions.
- You'll ensure programmes are delivered safely, consistently and to a high standard.
- You'll identify and respond to challenges that may affect engagement, attendance or outcomes.
- You'll contribute ideas and learning that support continuous improvement across programme delivery.

Monitor outcomes and demonstrate impact

- You'll maintain accurate, timely and compliant records of programme activity and participant progress.
- You'll collect and record data that demonstrates the impact of our work.
- You'll provide case studies, feedback and outcome information to support reporting requirements.
- You'll use learning and evidence to inform your practice and improve outcomes for young people.

Contribute to Power2's success

- You'll help build and maintain positive relationships with existing and prospective school partners.
- You'll support colleagues and work collaboratively across the organisation to achieve shared goals.
- You'll contribute to meetings, events and activities that strengthen Power2's impact and reputation.
- You'll undertake any additional duties appropriate to the role and level of responsibility.

Safeguarding and compliance

- You'll promote the welfare, safety and wellbeing of all children and young people.
- You'll ensure safeguarding concerns are identified, recorded and reported in accordance with Power2 policies and procedures.
- You'll champion equality, diversity and inclusion in all aspects of your work.
- You'll maintain confidentiality and handle sensitive information appropriately.

The above list is not exclusive or exhaustive, and you may be required to undertake such other duties as may reasonably be required. A satisfactory enhanced Disclosure and Barring Service (DBS) check is required.

Person Specification

Required

- A genuine commitment to supporting and empowering young people.
- Excellent communication and relationship-building skills.
- Ability to engage confidently with a wide range of stakeholders, including young people, school staff, parents and professionals.
- Strong organisational skills and the ability to manage a varied workload effectively.
- Ability to work independently and use initiative while contributing positively to a team.
- Good attention to detail and ability to maintain accurate records.
- Ability to maintain professional boundaries and manage confidential information appropriately.
- Confidence using digital systems and everyday Microsoft Office applications.
- Willingness and ability to travel across the region to fulfil the requirements of the role.

Desirable

- Experience working directly with children and young people.
- Experience delivering mentoring, coaching, youth work, education or group-based programmes.
- Experience working in schools, colleges or educational settings.
- Experience building and maintaining stakeholder relationships.
- Experience collecting, recording and reporting programme or performance data.
- Understanding of safeguarding principles and good practice when working with young people.

Who you are

We're looking for someone who shares our passion for helping young people succeed and who brings energy, positivity and professionalism to their work.

You'll be someone who:

- **Builds trust quickly and develops positive relationships** with people from diverse backgrounds.
- **Sees strengths, potential and possibility** in every young person.
- **Genuinely cares about young people** and believes in their potential.
- **Balance empathy with professional boundaries** and seeks to understand before acting.
- **Demonstrates resilience** and remains calm when faced with challenges.
- **Takes ownership** and follows through on commitments.
- **Communicates openly, honestly and respectfully**.
- **Is adaptable** and responds positively to changing circumstances.
- **Is confident** having courageous conversations when needed.
- **Maintains high standards** while balancing competing priorities.
- **Is reflective**, self-aware and committed to continuous learning.
- **Supports colleagues** and contributes positively to team culture.
- **Demonstrates the Power2 values** of being Brave, Expert and Passionate.

Power2 reserves the right to amend the job description in line with changing organisational needs.