

JOB DESCRIPTION

Role Title: Youth Development Mentor - Bright Futures

Responsible To: Programme Lead – Bright Futures

JOB PURPOSE

To build trusted, consistent mentoring relationships with young men aged 15-25 from Gypsy, Roma and Traveller communities, and to support them to grow in confidence, work out what they want, and build the skills needed to get there. The mentor works 1-1, following the programme's planned sessions and adapting them to the person they are supporting, and also do group sessions on skills and personal development.

Many of the young men we work with have had negative experiences of school and other services, and most are not in education, employment, or training (NEET). The role is about helping them move forward at a pace that works for them, into something they have chosen and can stick with.

RESPONSIBILITIES & TASKS

Mentoring, personal development and progression

- Build trusting 1-1 mentoring relationships with young men who may be wary of services or have had bad experiences with them, working at their pace and without pushing
- Deliver the programme's set mentoring sessions, adapting how you work to suit each young man
- Help young men work out what they want, set goals, and build skills they can use anywhere - confidence, communication, being reliable, planning etc
- Give practical advice on education, training and work, including trades and other hands-on routes, and help with applications, referrals and moving on
- Plan and run group sessions and workshops, including coordinating workshops run with outside training providers
- Share what is working and what is not, and help shape the mentoring approach, session content and materials

Community engagement and youth voice

- Build good relationships with families and community members, so young people feel supported to take part and stay involved
- Keep up good working relationships with colleges, training providers, employers and support services that young people may need
- Support outreach and youth support in community settings, so young people get to know you and the programme, working safely and flexibly
- Speak up for young people, support them to speak for themselves, and make sure what they say about the programme is heard within LGT and externally

Admin and other responsibilities

- Follow LGT's safeguarding policies and procedures at all times, and report any concerns straight away
- Keep clear, up-to-date records of mentoring work and outcomes on our case management system and shared files
- Know the limits of the mentoring role, and maintain clear and professional boundaries with young people
- Take part in supervision, team meetings, and training
- Work in line with the changing needs of young people and the programme

KNOWLEDGE, SKILLS, AND EXPERIENCE

Essential

- Experience of working with young people aged 15-25 in a mentoring, youth work, community or similar role (paid or voluntary)
- Able to build trust with young men who may be wary of services or have had bad experiences with them
- Experience of delivering a planned 1-1 or group sessions, and confidence adapting them to suit different people
- Experience of supporting young people towards their own goals, or into education, training or work, without pushing them down a set route
- Understanding of the barriers faced by young people, especially young men, who have been excluded or discriminated against
- Able to build good relationships with families and outside organisations, and to speak up for young people with external services
- Strong communication skills, spoken and written, and confident using digital tools (like email, calendar, documents and spreadsheets, case management systems) for managing work, keeping records and writing work reports
- Organised and able to manage your own workload and deadlines, and able to work flexibly as part of a small team and independently
- A commitment to equality, respect, safeguarding and culturally aware way of working

Desirable

- Experience of working with Gypsy, Roma or Traveller communities
- Experience of working with young men in mentoring, coaching, guidance settings
- Qualification in youth work, mentoring, or advice and guidance (or willingness to undertake training)
- Safeguarding training or experience

This JD cannot cover every task that may come up. You may be asked to take on other duties in line with the role, and as reasonably required by your line manager. Responsibilities may be reviewed as the organisation and programme needs change, and to support your ongoing learning and development.