

MENTORING MANAGER

SOUTH

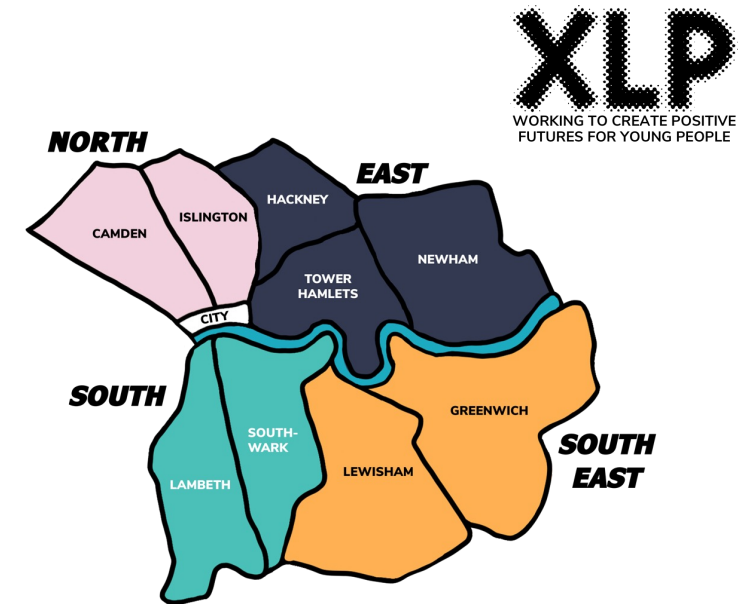
LAMBETH | SOUTHWARK

XLP is a youth work charity working to create positive futures for young people and at the cutting edge of tackling poverty and educational failure in inner London. We deliver holistic, long-term work with young people aged 11 to 25 in schools and communities.

Over the past eight years XLP has run a nationally recognised mentoring programme which runs in nine London boroughs. These mentoring projects target at risk young people between 11 – 18 who are on the verge of exclusion or excluded from school, at risk of involvement or already involved in crime, and isolated from their communities. The aim is to support these young people and help them see alternatives to what can sometimes seem a hopeless situation.

We're looking for a Mentoring Manager to join the team to recruit, train, monitor and supervise mentors sourced from the local community in South London. These mentors commit to providing 1-2 hours face to face per week for a minimum of 12 months with their allocated mentee.

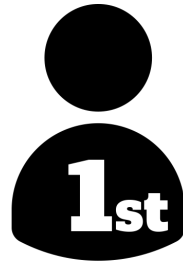
This is a hybrid role with approx. 50% of your time being face-to-face. Mondays are based in our central London office.



VALUES

OUR MISSION

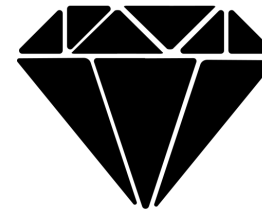
To engage in long-term relationships that empower young people from disadvantaged backgrounds to complete their education, avoid anti-social behaviour, and ultimately become independent and confident contributors within their communities.



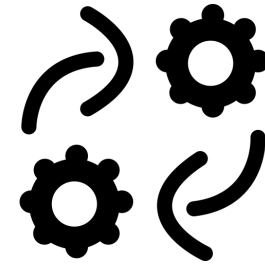
XLP PUTS **YOUNG
PEOPLE FIRST**



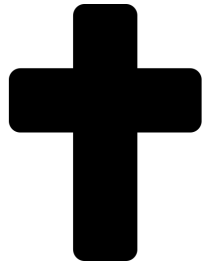
**XLP BELIEVES IN WORKING
FOR THE **LONG TERM****



**XLP STRIVES
FOR **EXCELLENCE****



XLP **WORKS
TOGETHER WELL**



**XLP IS ROOTED
IN **CHRIST****

These are the values we live by internally, building us up as an effective community. Candidates are required to support, uphold and sustain these values.

We are a Christian charity and are “faith based, but not faith biased”. We work with young people of all faiths and none.

As a staff team we are committed to growing in diversity and inclusion and we seek to represent the communities in which we serve. We welcome applications from all backgrounds, ethnicities and genders.

KEY TASKS AND RESPONSIBILITIES

RECRUITMENT OF MENTORS AND BENEFICIARIES

- Manage a caseload of up to 20 active 1:1 mentee / mentor relationships at any one time;
- Work with local community organisations and networks to recruit volunteer mentors;
- Work with schools, community stakeholders and the wider XLP team to identify young beneficiaries for mentoring;
- Build relationships with parents / families / guardians and assess a young person's needs and appropriateness for the programme via home visits;
- Provide training to mentors and carefully match them with young people;
- Provide ongoing support to mentors throughout the programme and assist in creating exit strategies upon conclusion;
- When matches cannot be found, mentor young people yourself;
- Work with local schools to deliver group mentoring sessions;
- Facilitate social interactions for mentors.

QUALITY, RISK AND PERFORMANCE MANAGEMENT AND REPORTING

- Ensure that agreed practices, protocols and procedures are followed particularly relating to safeguarding;
- Report on the required aspects of the project to XLP and external funders;
- Undertake quality and performance management to ensure that the young person receives a positive experience, that monitoring records are maintained accurately and that progress towards the desired outcomes is evidenced;
- Ensure that the project operates within budget and that financial procedures are followed.

RESIDENTIALS AND DAY TRIPS

- Plan, organise and manage the annual residential weekend away, in collaboration with other Mentoring Managers;
- Organise day trip activities in partnership with other Mentoring Managers.

WHO YOU ARE

You will be passionate about creating positive futures for young people in inner-city London and seeing transformation in their lives.

You'll be good at:

- Volunteer, Project and Caseload Management;
- Leading others, with a passion for growing and enabling people;
- Self-motivation and willing to go the extra mile;
- Working with and training Volunteers;
- Working with at-risk young people through schools, community or social work;
- Using your own initiative.

Useful if you have:

- Extensive previous experience of working with children and young people;
- Hold a recognised youth work qualification or have equivalent experience;
- A track record of mentoring and/or counselling projects;
- A strong network of relevant contacts.

We are committed to providing ongoing training and support including Clinical Supervision for all our staff for them to develop and thrive in their roles.

All XLP staff and volunteers have enhanced DBS disclosures and work within strict child protection guidelines.



Terms of Employment

This is a full-time role, with normal working hours and some evenings and weekends as required.

Location:	City of London, Hybrid (50% face-to-face)
Contract:	Permanent
Salary:	£ 29,500 – £30,500

How to Apply

How to apply: You can apply for the role using the online application form at www.xlp.org.uk/careers

Submission Deadline: Applications should be completed by midday on **Friday 9th February 2024**.

Interview Process: Successful candidates will be invited to two stages of interview.

If you have any questions about the role, please contact us at jobs@xlp.org.uk