CAREERS AT TLG

transforming lives for good



TLG Graduate Programme

INFO PACK



fullness of life
for every child

Across the UK, children and young people are facing a growing and urgent mental health crisis. One in five children and young people now have a mental health problem (NHS), a figure that has risen significantly in the years since the pandemic. We also know that 50% of all diagnosable adult mental health problems are established by the age of 14 (Mental Health Foundation). What happens to us in childhood does not stay in childhood - it shapes the course of the rest of our lives.

The growing mental health crisis among children and young people is quietly shaping life outcomes, disrupting education, limiting participation in everyday life and, for some, leading to devastating harm. There is a clear and urgent need for early, effective support.

The pressure on statutory services means too many children are being left without help at the moment they most need it. In the past year, 949,200 children and young people were referred to Child and Adolescent Mental Health Services (CAMHS). The average wait for an initial assessment is now 392 days, with some children waiting over two years to be seen (Young Minds & NHS). The most devasting statistic of all is that while on waiting lists, around 26% of children and young people attempt to take their own lives (Young Minds).

TLG's vision is fullness of life for every child, no matter what struggles they face. We believe early, relational and therapeutic support can radically alter life trajectories - restoring hope, strengthening families and preventing crisis before it becomes entrenched.



we are **transforming lives for good**

Transforming Lives for Good (TLG) is a Christian emotional & mental wellbeing charity rooted in the conviction that the local church is central to God's mission of restoration and hope for children and families. Today, through our existing programmes of **Early Intervention** and **Make Lunch**, over 220 churches are partnering with TLG, supporting 4,699 children each year, with 1,059 children and family members connecting into the wider support of the church as a place of belonging, care and hope.

Our ambition is for the church to be the place that children, young people and families turn to for help - churches equipped to meet the changing and increasingly complex needs they are encountering in their communities. As we look toward 2030, we are growing and pioneering new programmes to enable our vision:

- **Therapeutic Hubs** in schools and churches, providing counselling & coaching for children who are struggling

- A **Coaching Network** of accredited coaches, trained through TLG's Coaching Academy, equipping Children & Youth Ministry Leaders to support children's wellbeing within and outside of church contexts.

These initiatives come alongside significant resolve and ambition to grow our existing volunteer programmes, Make Lunch and Early Intervention, with a vision for over 400 active church partners across the UK by 2030.



TLG's **culture & values**

At TLG, our work is our vocation, giving us a rich sense of purpose. We also believe work can be a great experience and enable people to grow into their full potential. In fact, we are recognised nationally as an exceptional place to work. In 2019, we were named the best charity to work for in the UK by the prestigious Sunday Times Best Organisations to Work for.

This special award highlights all the positives about working at TLG! We love to look after our team and here are some of the great benefits we offer:

- A generous 10% employer pension contribution
- Life Assurance
- Health Cash Plan
- Flexible working options and flexitime
- Access to an Electric Car Scheme
- Generous annual leave
- Counselling and an Employee Assistance Programme
- Coaching and mentoring
- Fun team days, retreat days and Red Letter Days
- Enhanced maternity, paternity and adoption leave
- Support towards training and professional qualifications

Our Values

Holding to these values is vital in all aspects of our growth.

- **Greater Transformation**
  Relentlessly focussed on the main thing (TLG's mission and vision), energised by the challenge, and deliberately missional.
- **Relational Leadership**
  Bringing out the 'gold' in others, 'leaning in' when it's relationally tough, and humble yet courageous.
- **Local Church**
  Celebrating the Church, grace and patience in partnership, and rooted in the local church community.
- **Excellence Every Day**
  Joyfully exceeding expectations, learning from failure, and knowing uncertainty doesn't throw us.
- **Vibrant Faith**
  Nurturing our own walk with God, following Jesus together even when it's tough, and realising work is mission – so much more than a job.

PROGRAMME OVERVIEW

The TLG Graduate Programme

At TLG, we're passionate about building an exceptional staff team that's committed to making a real difference in the lives of struggling children across the UK. We're always on the lookout for great people to journey with us towards our vision, and we're excited to offer a unique opportunity for a motivated and mission-driven individual to join our **Graduate Programme**.

Location:	Hybrid – TLG's National Support Centre, West Yorkshire (hybrid: minimum 40% office-based including Tuesdays; 60% during probation)
Salary:	£26,091 - £28,895 (FTE)
Hours:	Full time, 37.5 hours per week
Reporting to:	Dependent on department/role
Contract:	18-month graduate programme with potential to move to a permanent contract

An opportunity...

This programme offers an exciting opportunity to gain hands-on experience in the non-profit sector, develop essential professional skills, and play a meaningful part in transforming the lives of children and young people.

What sets our graduate programme apart is the real responsibility and purposeful work we release our graduates into - our relational culture and approach to leadership brings significant opportunities for influence. You'll build on your passions, strengths and interests as you get involved in key areas of TLG's work, contributing to impact that truly matters.

You'll be based primarily within one TLG team, giving you the space to grow specialist skills and make a real difference. Your placement will be matched to your unique strengths and interests. Alongside this, you'll gain wider experience through inter-departmental projects, enabling you to develop a broad understanding of the charity sector and how different teams work together.

Examples of teams your role could sit within include Executive Support & Operations, Programmes, Church Partnerships, Fundraising & Supporter Engagement, Marketing, Communications & Advocacy, People & Culture, Digital, Innovation.

PROGRAMME OVERVIEW

There will be a wealth of development opportunities at you fingertips as part of the programme, designed to accelerate your growth and equip you for a successful career in the charity sector.

You'll be the driving force in drawing together your own unique mix of diverse experiences to maximise your career development and enhance your impact. Some of what's on offer includes:

- Potential for a funded qualification or further professional training
- Access to an external coach to support your development
- Potential for external mentoring or short-term external placements
- Opportunities to work with and shadow Heads of Department across TLG
- Dedicated time to visit other organisations and build sector insight
- Participation in the Graduate Programme book club, with input from senior leaders
- Action learning sets and development sessions led by senior leaders
- Access to TLG's internal leadership and development programmes

What our Grads had to say...

" The Graduate Programme combined meaningful work that impacts others with a genuinely healthy team culture. It launched my career in the best possible way. "

" TLG's Graduate Programme not only helps you grow in the skills you need for your role, but also unlocks and develops your wider potential. It's a great way to discover strengths and interests you may never have noticed before! "

" What made the Graduate Programme special was joining a team that truly believes in making a difference, and feeling supported to grow right alongside them. "

" I have enjoyed challenging topical group discussions and book clubs. The coaching skills I have learnt has been a real highlight too, learning how to bring those skills into team projects and encouraging other colleagues. "

" The time invested by our Directors shows so clearly how much of a priority developing young talent is at TLG, and the content they've brought to the programme has had a real impact on the way I work. "

JOB DESCRIPTION

Your Mission:

To grow, serve and lead with purpose - bringing fresh energy and real impact to TLG's work with children, young people and families.

Your Impact:

In this role, you will make a meaningful contribution to TLG's mission by:

- Strengthening team capacity – bringing energy, fresh thinking and hands-on support that helps your team deliver excellent work for children, young people and families.
- Delivering high-quality work – completing tasks, projects and responsibilities to a consistently high standard, adding real value across your working areas.
- Growing as an emerging professional – developing the skills, behaviours and confidence needed to thrive in the workplace and prepare for future roles at TLG or beyond.
- Building strong relationships – contributing positively to team culture, collaborating well with others and representing TLG with warmth, professionalism and integrity.
- Living out our values – modelling TLG's heart, compassion and commitment in all you do, helping to create an environment where hope and transformation can flourish.

In Real Life (IRL)

Though your day-to-day will look different depending on the specific role you're given, here's an idea of what our Grad Programme might look like in real life...

- Fully participating in and, on occasions, leading daily Christian devotionals, prayer and times of worship for the staff team.
- Team Huddles - fast-paced regular meetings focused on sharing key updates, reviewing essential metrics, and surfacing any immediate constraints so the team can spot issues early and stay aligned.
- Managing personal and shared inboxes and task management
- Harnessing Microsoft tools to develop processes and maximise efficiencies
- Attending TLG's Staff Conference and Staff Retreat annually, actively participating in corporate Christian prayer and worship and the opportunity to share faith testimonies of young people involved in TLG programmes.
- Playing an active part in promoting the work of TLG including the recruitment of individual regular donors through TLG's Hope Giver scheme.
- Taking on additional responsibilities for tasks as your role develops.

PERSON SPECIFICATION

YOUR SUPERPOWERS

- Strong relationship-builder with natural networking and influencing skills
- Highly motivated, target-driven, and energized by exceeding expectations
- Proactive and able to anticipate the needs of others
- Focused and self-directed, able to manage priorities in a fast-paced environment
- Curious and analytical, with strong research skills and a desire to improve systems and processes
- Excellent written and verbal communication skills, able to inspire, persuade, and communicate clearly and concisely
- Confident presenter, able to influence stakeholders and win people to a vision
- Digitally savvy
- Flexible, adaptable, and quick to respond to changing needs
- Able to thrive in a busy, high-pressured environment
- Strong understanding of UK local church culture
- Financially literate, with the ability to interpret and understand financial data
- Values high standards
- Champions diversity
- Commitment to actively pursue ongoing personal and professional development
- Creative thinker with strong problem-solving skills

THE MUST-HAVES

- Degree or equivalent
- Evidence of qualifications and suitability to work in the UK.
- Live within a reasonable travelling distance.
- If required, complete an enhanced DBS check prior to employment, which reveals no reason for being unsuitable to work with young people.
- Provide 3 referees, with at least one representing Christian commitment and able to comment on your faith and growth as a Christian.

VIBRANT CHRISTIAN FAITH

- Commitment to actively pursue ongoing spiritual development of themselves and colleagues within the life of a local church to enhance the contribution to TLG.
- Able to work sensitively with those of different cultures and faiths whilst having their own strong and vibrant Christian faith and commitment to Equal Opportunities.
- Be an active part of a church family.



Application process

Apply today through our website:
www.tlg.org.uk/careers

- After clicking 'Apply', you'll be taken to an online application form. This will include uploading a CV alongside asking you to creatively share why you feel you'd be a great fit for our graduate programme in no more than 200 words. There will also be some questions exploring how your faith relates to your working life.
- Following your application, we'll be in touch via email. If you've been shortlisted for the role, you will receive an invitation for a short initial interview which will be held online.
- If successful following your initial interview, we'll then invite you to a final interview in person at our National Support Centre in West Yorkshire.

You can find information regarding the closing and interview dates in the role's advert on our website.

We would welcome applications from candidates from diverse backgrounds to enable us to better reflect the needs of the communities we serve.

Having trouble with your application?

If you have any problems with the online application process, please contact **recruitment@tlg.org.uk** and someone will get back to you as soon as possible.

Note: If you're having trouble, please check Website Tracking and Third-Party Cookies are enabled, and you have updated to the latest version of your browser and device software.