

Job Title:	Head of Mentoring
Hours	40 hours per week. Flexible working required including weekends
Salary:	Up to £36,000 per annum.

Head of Mentoring

We are looking for an experienced, passionate, and highly skilled individual who is ready to help us increase our impact in the lives of young people and their families!

We are intending to build on our existing mentoring model that supports some of the most vulnerable and high-risk young people within the community. We aim to establish a fluid mentoring/coaching approach that works effectively across all our three streams of engagement (Schools, Community & Home). This includes work with young people who are underrepresented, marginalised and at high risk of criminal activity, gang involvement and anti-social behaviour.

A successful applicant will understand our values and culture as an organisation and will demonstrate a strong desire and evidence-based approach that will help us find solutions to the challenges within our community in an intentional and meaningful way.

Main Purpose of this Role

This is a new and exciting role at Reaching Higher that has been designed to effectively streamline our focus on mentoring across all our services. The purpose of this role is to lead on and develop an excellent mentoring provision that meets the needs of young people who are directly associated or at risk of youth offending. This includes working against recognised quality marks and developing evidence-based approaches in relation to mentoring. This role will work very closely with statutory services and will play a key role in developing a team to further expand this area of work. We aim to build on our existing theory of change and develop a robust impact measurement report across the entire organisation.

About Reaching Higher

Reaching Higher is a youth organisation which works with over 1000 young people aged 9-21 each year across Croydon and surrounding boroughs. Developed in partnership with local churches, we are a youth-led charity with a Christian ethos. We have a particular emphasis in providing mentoring support to young people and supporting their development as leaders. We have established strong links with key local, London and UK-wide organisations and our approach leads us into regular working contact with partner schools, community groups and churches.

Please see our job specification table below for more information.

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Minimum of 3 years working with challenging, vulnerable and at-risk young people • Experience working with young people connected to the YOS • Experience working with young people within the care system • Experience of mentoring hard to reach young people on a one to one and small group level • Previous experience of project creation and management • Experience managing small teams • Strong knowledge in implementing legislation, policies and evidence-based practices • A strong understanding of day to day operational issues facing youth projects and youth charities • Computer literate, including project management tools, data base and office programmes • Strong team working approach with the ability to handle varied and multiple tasks simultaneously (including flexible working, working independently, excellent time keeping, record keeping and organisational skills. 	<ul style="list-style-type: none"> • Experience of partnership working with youth statutory services or for youth statutory services i.e. Youth Offending Service • Educated to degree level • Studied Psychology or Youth work at degree level • Experience working within the criminal justice system • Experience in and knowledge of lone working safe practice • Confidence in working with statutory services and local inter-agency collaborations • Stakeholder and Community Engagement (Outreach & Inreach)
Skills	<ul style="list-style-type: none"> • Ability to work well independently and within a team, to plan and manage a complex workload and meet deadlines, problem-solve and respond to unplanned demands • Excellent interpersonal skills with the ability to exercise sensitivity, diplomacy and confidentiality and to build trusted relationships. • Excellent communication skills orally and in writing with a proven understanding of the absolute importance of effective and purposeful communications internally and externally. • The ability to motivate young people to make long-term change. 	<ul style="list-style-type: none"> • An understanding of and willingness to develop and manage outcomes-based monitoring and evaluation and use advanced monitoring systems. • Attention to detail and a high level of accuracy. • High level of literacy and IT competency
Personality Qualities	<ul style="list-style-type: none"> • Open mind set, interest in learning and personal development. • Commitment to working with and supporting young people and communities. • Strong work ethic, results-motivated and solutions-focused • Ability to work on own initiative, be pro-active and consider implications and make decisions. • Capable of working to tight deadlines • Willing to strive for quality and excellence, setting high goals and committed to continuous improvement. • Commitment to equality and diversity and an understanding of how to promote them in your work. 	<ul style="list-style-type: none"> • Local knowledge of and/or networks in Croydon or the ability to develop this knowledge and insight if appointed. • Ability to take an agile, flexible and responsive approach to project management and delivery.