



CHALLENGING YOUNG PEOPLE TO  
BE LEADERS OF THEIR OWN LIVES

JOIN  
OUR  
TEAM



# ABOUT REACHING HIGHER

Reaching Higher is a youth organisation which works with almost 2000 young people aged 10-25 each year across Croydon and surrounding boroughs.

Developed in partnership with local churches, we are a youth-led charity with a Christian ethos (although we work with young people and partners of all faiths and none).

We place particular emphasis on providing trauma-informed support to young people and facilitating 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, statutory services and churches.

# YOUTH DELIVERY MENTORING OFFICER

**Location: Croydon, London**

**Contract: (Full Time) 37.5 Hours per week / (Part Time) discussed via interview**

(flexibility required, including evenings and occasional weekends)

**Salary: Discussed in interview**

We are looking for a skilled, committed, and passionate individual with experience within the youth work sector (this could be in a voluntary capacity). Whilst developing our focus around youth engagement and early intervention techniques, we recognise the importance of having individuals who really want to make a difference in the lives of young people. This role has been designed to lead on the delivery of our work and play a central role in creating meaningful experiences for young people via school and community based youth projects.

The successful applicant will understand our values, ethos and principles as an organisation and will demonstrate a strong desire to contribute to and deliver meaningful and effective youth work.



# PERSON SPECIFICATION

E = Essential D = Desirable

## Attributes

### Experience, Knowledge

- 2 years experience in working with challenging and at risk young people. **E**
- Experience in leading and delivering projects for young people in schools and in the community (this can be in a voluntary capacity). **E**
- Knowledge of local needs of young people in Croydon and surrounding Boroughs. **E**
- Understanding of the risks and support required when working with vulnerable, at risk & socially detached young people. Psychology or youth work related qualification. **E**

### Skills & Abilities

- Able to plan, lead and facilitate group activities with vulnerable, at risk and detached young people. **D**
- Ability to work in an intensive and responsive environment. **E**
- Ability to record and track services users' engagement using IT & paper-based case management system. **E**
- Ability to effectively provide 1 to 1 support and mentoring for vulnerable or detached young people (under line management supervision). **D**

### Character

- Good communication and interpersonal skills to engage and motivate young people and families. **E**
- Open mind set, willingness to learn and receptive to constructive feedback. **E**
- Ability to be agile and responsive **D**



# OUR VALUES



EXCELLENCE



RELATIONAL



SIMPLICITY



TRUST



INNOVATION



YOUTH-LED

 **TRUST**

We extend trust across our teams and with the young people we engage. It is this type of trust that provides our staff, volunteers and young people with the platform to raise their confidence and sharpen their skills. We treasure and recognise that those engaging in our work trust us and believe that trust can transform lives.

 **RELATIONAL**

Being relational means being present, it means being attentive to those around us and seeing everyone for who they are. We are relational because we care about and value people. We are passionate about building genuine and long-lasting relationships that will flourish and impact the wider community.

 **SIMPLICITY**

We believe that less is more! Simplicity requires hard work followed by high levels of focus. Obtaining simplicity is easier said than done. Simplicity is our catalyst for growth and will ensure we remain accessible and well understood.

 **YOUTH - LED**

Young people have immeasurable amounts of innovative ideas and skills but can lack the experience that comes with age. At Reaching Higher we scaffold this by allowing young people to think as wildly as they can and support them to implement their own ideas in a safe and stimulating environment.

 **INNOVATION**

We believe that innovation is the key that unlocks new value. It is thinking about what is yet to be thought of and preparing new ways to thrive in the future. Innovation provides us with the ability to make an impact and change things for the better.

 **EXCELLENCE**

We believe in giving the best of ourselves in our pursuit to help change the lives of young people. We believe that obtaining a standard of excellence is a continual process and we intentionally reflect on how and why we do what we do.

# APPLICATION GUIDANCE

At Reaching Higher we want to provide those who are interested in working with us the best possible chance to submit a successful application.

We understand that applying for jobs can be nerve-racking and overwhelming at times. We also recognise that imposter syndrome can sometimes get the better of us! However, we want all potential candidates to feel supported throughout their application process and have created ten top tips for you to consider before applying.

**1. Take your time! When applications are rushed and not personalised it can give the impression candidates are not interested in the role they are applying for.**

**2. Read the job description carefully and make sure you have a strong understanding of the job you are applying for so you can link this to your answers.**

**3. Do your best to provide specific examples of what you have done and how you believe this demonstrates you meet each requirement. Maximise this by using real experiences from your paid and or voluntary experience.**

**4. Sell yourself! You are unique and have a lot to offer and it is important that you make this known through your application.**

**5. It is important to remember that those involved in the selection process cannot guess or make assumptions about you.**

**6. Do not forget to double check and proof-read your application (or even better, ask someone else to) and check for any errors before returning it to us.**

**7. Before submitting your form, it's a good idea to take a copy for your own reference in case you need to resend anything.**

**8. Allow plenty of time to submit your form before the deadline, as late applications will not be considered.**

**9. If you are having problems submitting your application, please get in touch by emailing [info@reachinghigher.org.uk](mailto:info@reachinghigher.org.uk).**

**10. Lastly and most importantly, be yourself! At Reaching Higher we value each individual and care about 'the person' before 'the job role'. We want to get to know you and support you in becoming an amazing member of our team!**



**Reaching Higher**

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