



Scottish Youth Mentoring Children

Growing2gether Boys Coordinator

Job Description

Internal role title:	Boys Coordinator
Reports to:	Director of Operations or CEO
Hours:	9 - 5pm on working days (with some flexibility required)
Location:	Inverness, the Highlands
Holiday:	5 weeks per year, excluding Christmas and New Year
PayScale:	£25,000 – 29,000 per annum depending on level of experience
Applications by:	30 th November 2022
Apply to:	Diana Whitmore, Executive Director diana.whitmore@growing2gether.org.uk

Role Purpose

To be responsible for the integrity and effective planning, co-ordination, implementation of Growing2gether's Strategy for Reaching more young men. This will involve supporting the recruitment and training of a team of Scottish Growing2gether facilitators for a number of G2G programmes in Scotland.

To develop a 'gender lens' and strategy to engage more boys on Growing2gether Nursery Mentoring programme.

To co-deliver Growing2gether Nursery Mentoring Programmes with a lead female facilitator and to establish and maintain good working relationships with participating secondary and primary schools to ensure effective delivery of the programme.

Growing2gether.org.uk

Growing2gether is an independent Scottish Charity SC051919
Previously part of the Ecologia Youth Trust Scottish Charity No. SC023976
Private Limited Company with charitable status SC290434

Essence of Role – Key Tasks, Responsibilities & Accountabilities

- Recruit and train male staff for the facilitation team.
- Lead on developing a recruitment process for boys, involving a live hands-on outdoor experience for potential participants, (where they will do an outdoor activity with a group of small children as a ‘taster’ session of the kind of mentoring they will be doing).
- Work with Senior Lead Facilitator on ‘curriculum work’ to develop a more male area of focus in classroom time.
- Build relationship and ownership for the increase in young male participants with the programme team.
- To feedback to project manager/business development opportunities within schools, as well as alert them to any issues that may be obstacles to the school/nursery continuing with the programme in future.

Principle Accountabilities

- Recruit male alumni to assist on recruitment of boys.
- Assist the Programme Manager in the recruitment and management of boys on Growing2gether nursery mentoring programmes.
- Support higher improvements in mental health and motivation to reach potential for young men.
- Deliver Growing2gether programmes as lead facilitator.
- Host nursery visits to support sales and account management Manage clients – schools and nursery contacts. Maintain up to date contact details with school and cooperative relationships with schools and nursery staff.
- Ensure that the SQV qualification is being delivered and student portfolios are up to a Pass standard.
- Manage qualification and relationship with UHI.
- Host visits from funders, Head teachers etc to support Growing2gether sales and account management.
- Manage and mentor trainees and other project staff.
- Manage facilitators on projects for which you are a Lead Facilitator and support the practical training of Growing2gether Facilitators.
- Ensure all paperwork is collected accurately and promptly, from all projects under the responsibility of the Programme Lead.
- Performance evaluation of other facilitators, assistants and trainees, including prompt receipt of paperwork.
- Deputise for project manager(s) where necessary.

Rationale

Young men today suffer from confused and mixed messages of masculinity and what it means to be a man. Gender stereotypes abound. Disengaged young women are seen to be shy, lacking in self-esteem and self-belief; whereas young men are perceived as challenging, stroppy and overall less manageable. This gender bias can be found in most schools, but especially those in deprived areas.

Young people are at a stage in their lives when they are forming their identities, developing their capacity to think, searching for core values around which to orientate their behaviour and seeking future goals to which they can aspire. Many of our more vulnerable young people are at risk of failing to meet these developmental needs in a positive way, instead forming identities around a negative sense of themselves, borne from a sense of hopelessness of the world around them. Growing2gether aims to reverse this process.

The intention of this initiative will be to support young men to learn that, as research has shown, soft skills lead to hard outcomes. Employers today are less concerned about the qualifications a young person has; but rather can they build relationships in the workplace? Can they keep their word and be accountable? Show up on time? Be a part of a high functioning team? Young men today do not have a good track record of success with early employment. Enabling young men to increase their emotional intelligence, their capacity to be a positive force and to demonstrate consistency, coherency and positive behaviours with both themselves and others. Growing2gether is effective because we connect people, not just the boys and girls in the group, but children and adolescents, professionals and members of the community too. Boys are less likely to come forward and attend groups compared to girls, which is something we are trying hard to address and amend.

Areas of Focus

- Building self-expression, communication and relational skills
- To emphasise a positive future by sessions on exploring career opportunities in their area, as well as signposting to other support organisations depending on their individual needs.
- One-to-one exploration to enable the young person to focus on their own personal passions and aspirations and how this can be channelled into a career opportunity.
- Encouragement to develop the capacity to think through their goals and the best way to create outcomes that work for them. To give adolescents the experience of here and now choices and *the power they have to create different outcomes for themselves*.
- Enabling young people to reflect to provide a more robust capacity to 'think through' challenges and choices for the future

Person Specification E – Essential. D – Desirable

Qualifications

1	Youth Work qualification or related experience	D
2	Psychosynthesis Essentials / Foundation Year in Psychosynthesis	D
3	Clear Criminal Records Bureau check (CRB)	E

Knowledge

1	Understanding of Growing2gether's ethos and a commitment to the organisations vision and values.	D
2	Understanding and experience in delivering the G2G curriculum	D

Experience

1	Building and maintaining relationships with a wide variety of colleagues, partners and stakeholders	E
2	Ability to organise, plan and work on multiple tasks.	E
3	Take positive, decisive and effective action to tackle professional challenges and find solutions	E
4	Project management skills	E
5	To work in a team, and lead a team	E
6	Operating in a supervisory capacity, in supporting the facilitator's work with young people and the managing of adults.	E

Aptitude and Skill

1	Discrete and able to maintain confidentiality	E
2	Influencing, negotiating and consultation skills	E
3	Ability to plan and prioritise own workload and work with and / or without direct supervision	E
4	Highly developed and effective verbal and written communication skills and the ability to relay information to a wide range of people	E
5	To relay information to a wide range of people in a clear and cohesive manner	E
6	The capacity to remain patient and flexible within an environment of change	E
7	Ability and willingness to travel	E
8	Flexible and pragmatic approach to additional tasks requested to ensure successful project outcomes	E
9	Ability to problem solve, work professionally, confidently and with credibility	D
10	A good team player, pleasant friendly approach to colleagues and stakeholders	D
11	Must have a 'can do' approach	E
12	Able to maintain flexible and professional relationships with clients and feedback effectively to business development and other colleagues.	E
13	At all times acting responsibly as a Growing2gether representative	E
14	Attending a minimum of 2 CPD training days per annum	E