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| **Post & ref** | **Children in Care Mentoring Worker** |
| **Salary** | **£27,000 - £29,400 per annum, pro rata** |
| Hours | Intended as 37.5 but we are open to part time |
| Contract | Intended as permanent employment, but roles may differ  Initial employment to 31/3/26 |
| Location | Hartlepool |
| Working pattern | Evenings, weekdays and some weekends |
| Holidays | 27 to 30 days depending on length of service |
| Other benefits | Enhanced pension, death in service, employee benefits scheme |

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| Application process | Initial CV acceptable alongside single page application form.  You can complete the single page form on jot forms at this link: <https://form.jotform.com/233374130372348> . You can upload your CV on the link too.  You can also complete it as a word document and email it; please contact [admin@changingfuturesne.co.uk](mailto:admin@changingfuturesne.co.uk) if you need a copy. We can post it to you if you prefer.  If you are shortlisted, you will be asked to submit a fuller application form that complies with our safer recruitment policy. |
| **Deadline** | **21st July 2025 9am**  **Interviews to be held late July, early August.** |

Passionate to help young people leave care with the relationships and skills they need for life?

Excited to help build our mentoring offer and refine it based on our learning and consultation with children and young people?

Ready for a fresh challenge?

**We’d love to welcome you to Changing Futures, a small close-knit Charity where you will make a huge difference.**

Changing Futures operates an excellent befriending and mentoring offer for young people in care, with 84 young people matched with dedicated volunteers across tees valley.

You will be part of the team delivering our mentoring project which will help young people build skills for independence, set and achieve their own goals, and strengthen and as needed broaden or repair family and peer networks. We intend that you will work in particular with young people and young adults before they leave care, but you will work with other young people in or who have recently left care too.

Ideally you will have experience of working with young people in care. You will spend the majority of your time mentoring young people either through groupwork programmes or on a 1:1 basis. You will hold a caseload of volunteer mentors who you will also supervise. You will deliver groupwork programmes with young people and volunteers.

Participation is absolutely key, and you’ll be proactive in seeking young people’s views and helping them design and evaluate all aspects of the programme.

It's important that this programme adds value to other things going on for young people. You’ll work closely with parents, carers volunteers and other professionals to ensure the young person’s needs are sustainably met.

**Role duration and the future**

Changing Futures is looking to open a residential children’s home between January and March 2026.

We will prioritise candidates who would be looking to apply to continue their employment with CFNE by transitioning into a residential care role towards the end of the funding for this post (which runs to March 2026).

**Working arrangements**

A good portion of your role will be mentoring young people, so you need to be available when they are available. Consequently, you will be expected to work evenings and some weekends, usually one weekend day a week. The remainder of your time will be worked in office hours.

We also offer a good holiday package, ranging from 27 to 30 days depending on length of service.

# **Role Description (Main Duties and Responsibilities)**

# **Working with your Manager(s)**

# Work with the Chief Executive and other Managers to ensure that they receive appropriate advice and information on all relevant matters thus enabling them to fulfill their responsibilities, and to effectively monitor plans and targets.

# To model the organisation’s values and play a role in raising the profile of these values and associated behaviours across the organisation. This includes a positive contribution to workplace harmony displaying cooperative team behavior.

# **Leading and Managing your Work Areas**

# Manage a caseload of young people involved in the mentoring or befriending services which may include supporting volunteer mentors who are mentoring young people.

# Support with the marketing of the help we offer to a range of stakeholders.

# **Service Delivery**

# To work with children, young people, and their families, on a one to one and group basis, using a variety of interventions to identify needs and to achieve positive outcomes.

# Ensure provision of services that protect, respect, and promote the rights and responsibilities of service users.

# Ensure provision gives service users appropriate opportunity for participation, developing and maintaining mechanisms for service user participation in line with relevant quality systems.

# Engage with service users to build and maintain effective, supportive, and empowering relationships.

# To agree with service users and agencies the aims and purpose of work with them.

# Make assessments of service users as appropriate, and act as Lead Professional as appropriate.

# To identify risks and ensure appropriate risk assessments and as needed safety plans are undertaken to safeguard any vulnerable persons.

# Ensure that information required to understand the effectiveness of the service is collected.

# Work with parents to enable them to meet the needs of their family.

# Use persistent and proactive interventions when working with parents and young people / adults with high levels of need to enable positive changes in their lives.

# Deliver (and as appropriate develop) groupwork and one to one interventions.

# Enable parents and those with a significant role in a young person or young adults’ life to improve the effectiveness of their relationship to the young person.

# Operate within ethical and professional boundaries when working with service users.

# To work co-operatively with other professionals in children’s services, health agencies and other community-based services, to provide the most effective service for children young people and families.

# To be responsible for ensuring robust case and session and project recording, report writing and producing and keeping relevant information.

# **Other Duties**

# Increase one’s professional competence and skills in the relevant field of work through active participation in developmental opportunities including supervision, professional development, training, and reviews.

# Ensure provision of help that protects, respect and promote the rights and responsibilities of volunteers, customers, and other stakeholders.

# Operate within ethical and professional boundaries.

# To maintain respectful, professional, and supportive relations commensurate with the philosophy of the organisation; model healthy ways of relating

# Work to policies and procedures and to implement said policies and procedures.

# It may be necessary to change these duties in accordance with the needs of the job and the project. Existing duties may be changed, and new duties may be added. Any changes will be made in consultation with you.

**Personal specification**

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|  | **Essential** | **Desirable** |
| **Personal Attributes** | * Reflective * Adaptable * Respectful * Friendly & approachable * Persistent in ensuring young people get the help they need, and build the skills to need less help from agencies * Personal values and beliefs aligned with those of the Charity. |  |
| **Qualifications** |  | * A level 3 qualification in a relevant children’s services field (but substantial experience and other learning will be considered) |
| **Experience** | * Experience supporting teenagers and young adults with complex needs. | * Experience of groupwork delivery * Working with young people in care * Coaching people * Training people * Mentoring people * Working with families * Managing staff or volunteers |
| **Skills** | * Good interpersonal skills: ability to quickly build rapport * Organised, with ability to meet deadlines, manage own workload and consistently achieve targets * Good written communicator * Ability to assess need, engage with and successfully work with couples & co-parents, in addition to other family members including aunts, uncles etc and children & young people * Drawing together interpersonal, risk assessment, communication, and reflective and other skills to effectively safeguard young people and adults | * Coaching and mentoring |
| **Knowledge** | * The impact of neglect and trauma on young people, on adults, and on family relationships (and particularly from a care experienced perspective) * Developmental need and milestones of children and young people * Effective safeguarding practice | * How to engage, motivate, support, and develop the practice of volunteers * Coaching and mentoring; application of models and techniques and benefits and drawbacks of approaches * Methods to support family members and volunteer mentors to reflect on and improve their relationships with care experienced young people / adults * Strengths and needs of young people in care, outcomes, and opportunities to improve life chances (and methods to do this) * The impact of family functioning on outcomes for children and parents |
| **Work Related** | * Willingness to work evenings and weekends as a core part of your role * Willing to undertake and complete relevant professional development activities * Current driving license – use of own car is essential |  |