



Sessional Mentors – Fife – Minimum 2 year contracts

(supporting children, young people and families)

Minimum 5 hour per week contracts (depending on availability and service requirements)

Weekends and evenings

Hourly rate: £9.75 per hour

Includem are currently recruiting for Sessional Mentors to join their Fife team to support children, young people and their families. Ideally the successful candidates should have a full driver's licence and access to a car for work purposes.

What does the role involve?

- Working independently with young people, but also as part of a team of support.
- Providing emotional support and linking in with service delivery teams to ensure an appropriate response to our young people or their families.
- The opportunity to work directly with our young people and their families in their communities.

The ideal candidate should be able to commit to a minimum of 5 hours per week with a view to working more hours as and when required (including evenings and weekends). As sessional Mentors work directly with young people and families in the community there is a requirement that you can drive and have access to a car for work purposes.

All posts require individuals to:

- Work flexibly to meet the needs of young people and their families
- Develop safe, professional and committed relationships with young people and families
- Use communication skills effectively to influence, record and evidence positive change and provide personalised, risk enabled, professional support

- Be able to drive and have access to a car for work purposes
- Become a member of the Protection of Vulnerable Groups scheme (paid for by includem)
- To be registered or become registered with Scottish Social Services Council and hold or be willing to work towards HNC Social Care and SVQ 3 in Social Care or equivalent (qualifications are fully funded by includem)

If you have all of the below skills and attributes then we would love to hear from you:



- A genuine passion for helping children, young people and their families
- The ability to identify and manage emotions (your own and others)
- An empathetic and non-judgemental outlook
- The ability to work as part of a team
- Ability to build relationships with young people and their families
- An awareness of issues facing vulnerable young people and their families
- Ability to respond flexibly to changing situations led by the needs of the young person and their families
- Good organisational skills
- Be a team player but also be able to work on your own initiative
- Be self-motivated and flexible
- Ability to provide emotional, practical and social support
- Good communication skills both written and verbal including ability to maintain accurate records
- Reliability and commitment to deliver the relationship based model of intervention
- Ability to drive and have access to own car for work purposes

We value our staff and employee benefits include:

- A full and robust training and induction programme.
- Holiday entitlement of 28 days rising to 31 with length of service and 9 public holidays
- Enhanced Employer Pension Contributions
- Free Confidential Employee Counselling Service
- Access to Mental Health First Aiders across the organisation
- Free Vehicle Breakdown Cover
- Company Mobile Phone and Laptop
- Scottish Council for Voluntary Organisations Credit Union
- Discounted holidays and associated benefits
- Access to discounts for charity workers which includes gym memberships, high street shops, online retailers, travel, insurance
- Flexible and agile working
- Family friendly policies

If you would like more information regarding this role, please contact our HR department on 0141 212 8800 who will arrange for an informal chat with one of our managers. You can apply directly online via the includem website (www.includem.org).

Alternatively, you can request a pack by e-mailing hrassist@includem.co.uk or contact our Head Office on the number above.

The closing date for applications is Tuesday 15th June 2021 at midnight.

For applicants who are successfully shortlisted a group selection event will take place via video conferencing on Wednesday 7th July 2021. If you are successful following the group selection event individual interviews will take place on Wednesday 14th July 2021.