



We have two mentor and practitioner positions available in our Restless Natives youth employability team! You can apply for both with the same application form (please list which jobs you are applying for in the application form). Both jobs involve working with young Black people and people of colour to help them realise their potential and reach positive destinations.

Job Title

Mentor, Coach, and Post-school Practitioner

Salary: £21000 Full-time equivalent (4 days/week, pro-rata)

Restless Natives Schools Practitioner (Glasgow)

Salary: £21000 Full-time equivalent (4 days/week, pro-rata)

Reports To

Restless Natives School Coordinator

Job Overviews

Intercultural Youth Scotland (IYS) are a grassroots, youth-led organisation supporting and advocating for young Black people and young people of colour in Scotland. We offer specialist support to young BPOC and advocate across Scottish Government for their voices to be heard. Including a fully-fledged youth service offering a weekly youth club, girls group, and music program; an education program delivering anti-racism education at several Scottish secondary schools; a mental health program offering free support to young BPOC; as well as the Restless Natives employability program of which you will become a valuable part. Restless Natives offers specialist 1-to-1 support to BPOC school leavers to ensure they reach positive destinations. Restless Natives also supports employers to ensure that they're doing all they can to improve their workplaces for BPOC. Join our expanding Restless Natives team to help shape a better future for young BPOC in Scotland.

The first role: The Restless Natives mentor, coach, and post-school practitioner is responsible for the delivery of IYS' employability and mentorship service outwith the school environment. The practitioner will offer anti-racist and culturally proficient 1-to-1 mentorship and support to BPOC young people who have not reached a 'positive destination' after leaving school in order to help them determine and realise their potential and reach a positive destination. The practitioner will be an integral part of the Restless Natives team, ensuring that all the young people we work with get the level of support they need. The practitioner will also work with young people Restless Natives

supports who do not attend the four schools in our Restless Natives in Schools pilot program.

The second role: The Restless Natives Schools practitioner is responsible for the delivery of IYS' employability and mentorship service in two pilot schools in Glasgow. The practitioner will offer anti-racist and culturally proficient 1-to-1 support to BPOC school leavers to help them realise their potential and reach a positive destination after leaving school. The practitioner will be an integral part of the school's support structure alongside careers advice, Skills Development Scotland (SDS), and Developing the Young Workforce (DYW) staff, and offer support not just to young people, but to those staff too. The program's aims are aligned with the Glasgow City Council's 'Towards Better Futures' strategy.

We're looking for someone with...

- Knowledge and understanding of race and oppressive power structures. (A knowledge of how these structures work in the labour market, and in relation to employability, university, apprenticeships and other school leaver destinations would be especially valuable.)
- The ability to work with young people 1-to-1 in a mentor/coach capacity.
- A creative approach to mentorship and professional support, to work with people who have thus far been underserved or ignored by other methods and structures.
- An understanding of the workings of Scottish universities, higher/further education institutions, and the labour market.
- An ability to work collaboratively both within IYS and outwith the organisation, with school, Skills Development Scotland (SDS), and Developing the Young Workforce (DYW) staff where necessary.
- An ability to work effectively in a school environment (this is especially valuable for the schools practitioner)
- A motivation to help BPOC School Leavers reach positive destinations and help to contribute to a more positive experience for BPOC young people in Scottish society.
- A well-organised individual who will be able to fit quickly into a reporting and evaluation structure and work well in a team with the school practitioners.
- The capacity to communicate complex ideas clearly and convincingly.
- Lived experience of racialisation; identifying as Black or a person of colour.

We value voluntary and paid experiences gained equally! We understand that people have experiences and skills that can't be captured in formal job experience or qualifications – no matter what your experience level, if you think you'd be a good fit for the job then please apply. We want to see what you've got! (Training and professional development opportunities will be provided to the successful applicant.)

We particularly encourage dark-skinned people, migrants and people who experience multiple marginalities to apply! At IYS, we believe that we must be representative of the people with whom we work. Therefore, it is vital that our staff represent many of the multiple experiences of Black people and people of colour in Scotland. The young people with whom we work need to trust that our practitioners understand their experience as well as possible.

The post-holder must hold an in-date PVG, or be happy to undergo a PVG check. (We will help with the process if you do not have a PVG.)

Responsibilities and Duties

- Holistic, thorough 1-1 mentoring of BPOC young people to help them develop aspirations and support them into positive destinations.
- Supporting careers advisers, SDS, and DYW co-ordinators to better engage and support young BPOC, enshrining our relevance as partners to teachers & management.
- Advising schools on anti-racist practice, with particular attention to needs of young BPOC at that school.
- Hosting our weekly hub: a drop-in 'safe space' for BPOC young people to get advice from practitioners and share a space with peers who may have similar backgrounds and experiences.
- Development of regular careers and advice workshops, building on partnerships with other organisations to ensure there are clear pathways for young people with whom the practitioners' work.
- Ensuring that support continues even after a young person has been connected to a next step in close relationship, often in close relationship with the Pathways Lead in the Restless Natives team.
- Signposting to other IYS teams, further integrating our objectives and coordination with other IYS teams. Includes ensuring that our youth service, The Block, and other IYS projects contribute to a database of young people who would need continued Restless Natives support in different contexts.
- Monitoring and reporting on progress with mentees every quarter.
- Uphold Intercultural Youth Scotland's child protection duties, reporting concerns to the Child Protection Officer.

Principal Accountabilities

1. To provide or be responsible for a responsive, high quality Anti-Racist & Pro-Black inclusion project in secondary schools in Edinburgh.

2. To provide effective working relationships, using various channels of communication with IYS colleagues and partnership agreed agencies.
3. To consistently apply IYS and professional practice standards and to ensure their implementation as necessary and to be proactive in their implementation.
4. Referring appropriate cases and issues that require the involvement of a specialist, other management support or to directly provide the specialist support.
5. To attend meetings i.e. service planning meetings, demonstrating professionalism and our core values, in terms of approach, advice and positioning.
6. To ensure that management information from cases managed or supported is duly uploaded into the appropriate database, including reporting and commenting on any significant or relevant matters that derive from the reports produced.
7. To work as part of the team to review and evaluate service provision, ensuring continued improvements are applied and where necessary to manage, guide or direct less experienced staff.
8. To produce written reports and present these reports as necessary
9. To ensure that the needs of young people are taken into account when developing ways to support them to participate fully in the project.

General

1. This post is subject to an Enhanced criminal record disclosure check. This will be applied for through the relevant disclosure body depending on the geographic location of role.
2. Achieve the highest standards of safeguarding, whether through direct care provision or support activities to the children and young people who come into contact with our services, or by appropriately reporting concerns about any child or young person.

3. To promote equality, inclusion, respect and fairness and where applicable to manage diversity in all areas of planning and service delivery, through an active involvement in implementing our equality and diversity policy.
4. To commit to IYS's core aim of 'keeping the child at the centre', and to promote and incorporate IYS's Participation Strategy as appropriate to your role.
5. To be familiar with and comply with Health & Safety procedures and policy. In the event of any serious risk, take immediate action to reduce this risk and inform line management.
6. IYS operates within a constantly changing environment and as such work priorities and targets may change. Management reserves the right to make reasonable changes to the job purpose and accountabilities.
7. Such other duties that occasionally arise, which fall within the purpose of the post.
8. To work cross functionally with other departments and countries to ensure that IYS' Values and strategic objectives are achieved.

Applications to be emailed to murid@interculturalyouthscotland.org

Closing date: 29th April 2021