

WE ARE HIRING!



About Us

School of Hard Knocks works with unemployed adults and school children at risk of exclusion to give participants the tools to improve their lives. This is principally achieved by teaching a strong set of values, attitudes, behaviours and skills. Physical activity and class-based session are combined to teach, demonstrate and impress the key messages.



Behaviour Specialist, Scotland

Job Summary

The Behaviour Specialist will work alongside SOHK rugby coaches to lead on the non-sporting activities of the SOHK for Schools Programme delivery in Scotland, predominantly Edinburgh, Glasgow and Fife. This includes group workshops, one-to-one mentoring and liaising with school staff. This role is centred around helping the pupils we work with increase their wellbeing and self-awareness; ultimately to take responsibility for the areas of their lives that are directly within their control.

SOHK for Schools is a 3-year intervention, working with groups of around 20 pupils from S1 until S4. The pupils will be chosen by the school and will typically be the 'hardest to reach' young people. We will work with them for half a day every week, delivering rugby training, classroom sessions on subjects such as growth mindset, goal setting and choices and we'll deliver weekly 1:1s for each pupil. The programme will be evaluated by SOHK staff, teachers, parents and the pupils themselves.



Key Responsibilities

To support the Director of Programmes, Facilitators and Coaches in the delivery of the schools programme by:

- Leading on and delivering the SOHK mentoring programme for S1-4 pupils, on a 1:1 basis and in a whole group setting
- Creating new group mentoring sessions around the core principles of School of Hard Knocks, The 5 Cs (Confidence, Communication, Commitment, Cohesion and Control) that suit the needs of the group.
- Lead on, plan, facilitate and deliver wellbeing and personal development sessions.
- Providing information and advice to enable pupils to make choices about their own learning, behaviour and attendance.
- Providing feedback to pupils and school staff in relation to progress, achievements, behaviours and attendance.
- Assisting in the monitoring and evaluating of all pupils on the course
- Being aware and supporting differences and ensure all pupils on the course have equal access to the mentoring programme.
- Being aware of, and complying with, policies and procedures relating to child protection; health and safety; confidentiality and data protection, reporting all concerns to the programmes manager.
- Training SOHK staff to enhance programme delivery.
- Coordinating with SOHK's Behaviour Specialists working in other regions to ensure best practice and share ideas, skills and information.
- Safeguarding children effectively- using SOHK and school's policies, referring concerns appropriately to the SOHK and school leads.
- Working with SOHK Scotland's adults team, as required, to develop and deliver adult wellbeing and personal development sessions.



Skills & Experience

Essential

- Knowledge & understanding of the developmental stages of children and young people and appropriate intervention approaches
- Ability to build rapport with young people with a variety of needs.
- Proven skills and experience in engaging with challenging children and young people.
- Ability to deal with exposure to distressing information
- Be able to communicate a positive, caring attitude, and actively listen to the child or young person and others involved in their care
- Maintaining & enhancing effective working relationships with SOHK and school staff
- Willingness to undertake research or audit in relevant fields in discussion with the SOHK Leadership Team.
- Comprehensive understanding of Safeguarding best practice, including how and when to disclose information and to refer participants to healthcare professionals.
- Ability to tailor interventions to meet the needs of the students on the course and support coaches to maintain these interventions.

Desirable

- Undergraduate degree or equivalent in a relevant professional discipline (e.g. teaching, social work, psychology, occupational therapy)
- Understanding of Scottish education system.
- Knowledge of rugby and the benefits it has for young people.
- Experience in delivering training in any of the areas outlined above.
- Experience of delivering in a classroom setting to a large group of young people.



Person Specification

- You will be extremely driven and passionate to deliver the charity's objectives, in line with its values of Integrity, Excellence, Empowerment and Commitment.
- You will be full of enthusiasm and positive energy and a great role model to those on our courses.
- You will have a growth mindset, always ready to accept new challenges.

Salary & Benefits

- One year fixed term contract with a salary of £30-32k gross per annum
- It is our intention to offer a contract extension in to high performing candidates if funding allows.
- Cycle to Work Scheme
- 3% employer pension contributions
- Generous paid leave allowance of 25 days plus bank holidays
- Dynamic, entrepreneurial working environment with flexible approach to working hours and locations where possible

Application Process

- The deadline for applications is 12 noon on Monday 17th May.
- Please send a CV and covering letter of no more than two A4 pages to rosa@schoolofhardknocks.org.uk with the subject line 'Schools Behaviour Coach Application'
- Interviews will take place on 26th and 27th May Please keep this day free in your diary. Preferred start date is 12th July.
- A Disclosure and Barring Service / PVG check will be required for successful candidates and the job is dependent on suitable references.