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**Facilitator, Scotland**

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 classroom-based session are combined to teach, demonstrate and impress the key messages.

SOHK have received funding from the National Lottery to deliver an exciting new programme in Glasgow. This role will be responsible for the delivery of this work in the form of three *‘Improving Lives’* courses per year, for two years. These courses are designed to improve mental and physical fitness in people who are experiencing difficult circumstances such as unemployment, refugee status, homelessness, isolation, loneliness, poor mental/physical health, substance misuse issues and poverty. The aim of these courses is that people improve their resilience and wellbeing- to better cope with their circumstances and give them access to support and communities in the area that they live in. This is a brand-new role that will provide excitement, challenge and a huge sense of purpose for the right candidate.

You will be delivering the charity’s personal development courses at various sites in Glasgow, and supporting colleagues in other parts of Scotland’s central belt. Each course will centre around sports training, well being, confidence building and life skills. Working as part of our Scottish team, you will focus on delivering the life skills and employability curriculum of the charity, mentoring participants and project managing courses. You will go to job centres, housing associations and other organisations that fit the criteria to recruit participants; deliver each day of the programme; and then keep working with participants to help them find and sustain work.

Each day of an SOHK course entails a mixture of responsibilities – you need to be a project manager, coordinating with your team and coaches to deliver each day of the course; and a mentor, coach and role model for the participants. When not on the ground, you will work with interns and other team members to build the charity’s network of local and national employers, provide ongoing support to the programme’s participants and help execute any other areas of the charity’s strategy as it grows north of the border.

REASONS TO BE INTERESTED

* A chance to genuinely shape and drive the charity’s work at the front line.
* A charity that has a proven track record, be that finding long-term employment, aiding civic re-engagement or helping reintegration in school.
* The chance to influence and become part of a growing charity with a huge future. As SOHK grows, so can your role.
* Work with some great and energised people. There is a phenomenal feeling of positivity and drive within the organisation.
* The opportunity to influence the charity’s agenda in Scotland, building an outstanding team and growing our influence.



WHAT TO EXPECT IN THE JOB:

You will focus on delivering SOHK programmes in Scotland, principally using rugby but also occasionally other high impact sports or activities. From logistics to the actual delivery of sport and curriculum sessions, you will make sure that SOHK programmes are delivered on time, on budget and to a high standard.

Reporting to Scotland’s Programmes Manager, you will own agreed delivery targets around impact (recruitment of participants, retention in mainstream education and wellbeing improvements) and will set high standards in your preparation, delivery and follow up work. Most importantly, you will work tirelessly on the frontline to change lives using SOHK’s unique curriculum and method.

YOUR KEY STRENGTHS:

* You will be extremely driven and passionate to deliver the charity’s objectives, in line with our values of Integrity, Excellence, Empowerment and Commitment.
* You will set standards in your own delivery, being meticulous in your preparation and reviews.
* You will be able to challenge people constructively.
* You will have high levels of empathy.
* You will care passionately about the success of our beneficiaries and support them to realise their potential.
* You will be highly organised with good attention to detail, able to not just follow process but to develop what is already in place and constantly improve delivery.
* You will be full of enthusiasm and positive energy and a great role model to those on our courses.
* You will be someone who naturally sets high standards and will ensure that course targets are met and exceeded!
* You will have a growth mindset, always ready to accept new challenges

ESSENTIAL SKILLS & EXPERIENCES

* Previous successful delivery of coaching, training or counselling programmes, preferably with hard-to-reach groups
* Previous work with vulnerable adults
* Understanding of social deprivation and associated issues
* First class communication and facilitation skills
* Passion for sport and social inclusion
* Excellent project management skills
* Rugby coaching qualification (desirable)
* Demonstrable ability to steward partnerships or client relationships (desirable)
* Experience of using impact measurement tools to capture data and report to other stakeholders (desirable)
* Full UK Driving License (desirable)

SALARY & BENEFITS

* Fixed term contract until January 2024 with a salary of £24000-£26000 gross per annum (salary band E)
* It is our intention to offer a contract extension in Nov 2023 to high performing candidates, if funding allows
* 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

THE RECRUITMENT PROCESS

The deadline for applications is 11am on Monday the 8th of November.

Please send a CV and covering letter of no more than two A4 pages to [calum@schoolofhardknocks.org.uk](mailto:calum@schoolofhardknocks.org.uk) with the subject line ‘’Scotland Facilitator’

Interviews will take place on Monday 22nd November at 2 Walker Street, Edinburgh EH3 7LB - **Please keep this day free in your diary.** Preferred start date is 4th January 2022.

A Disclosure and Barring Service / PVG check will be required for successful candidates and the job is dependent on suitable references