

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.



Lead Behaviour Specialist -Scotland

Job Summary

The Lead Behaviour Specialist will work alongside SOHK Facilitators to lead on the non-sporting activities of the SOHK for Schools Programme delivery in Scotland, predominantly Edinburgh, Glasgow and Central Belt. 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 they finish S4 and complete their Nat 4/5s. 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. The programme will be evaluated by SOHK staff, teachers, parents and the pupils themselves.



Key Responsibilities

- Working with the SOHK Scotland team to maintain the highest possible quality in their Schools programme
- Leading on the delivery of the SOHK mentoring programme for S1-4 pupils, on a 1:1 basis and in a whole group setting
- Reviewing and improving the SOHK group mentoring programme and 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
- Facilitating and delivering wellbeing and personal development sessions
- Providing information and advice to enable pupils to make choices about their own learning, behaviour and attendance. Working with SOHK Scotland on monitoring and evaluation, admin and data input - making sure all records are accurate and timely
- Being aware of and supporting differences along with ensuring all pupils on the programme have equal access to mentoring
- 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
- Working with SOHK Scotland Schools team 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



Skills, experience and Person Specification

- 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
- Have 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
- 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 programme and support staff to maintain these interventions.
- You will be full of enthusiasm and positive energy and a great role model to those on our programme
- You will have a growth mindset, always ready to accept new challenges
- 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 set standards in your own delivery, being meticulous in your preparation and reviews.



Salary & Benefits

- One year fixed term contract with a salary of £33,600 gross per annum
- It is our intention to offer a contract extension to high performing candidates, if funding allows.
- 3% employer pension contributions
- Generous paid leave allowance of 25 days plus bank holidays.
- 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
- We value our staff's wellbeing! We have a wellbeing pack, wellbeing ambassadors, you'll receive wellbeing supervision and, if required, will have access to an external counsellor

Application Process

- The deadline for applications is 12 noon on Monday 4th July 2022
- Please send a CV and covering letter of no more than two A4 pages to calum@schoolofhardknocks.org.uk with the subject line 'Lead Behaviour Specialist'
- Interviews will take place on Week Commencing July 11th 2022, more details to follow.
- Preferred start date is 8th August 2022
- Protecting Vulnerable Groups (PVG) check will be required for successful candidates and the job is dependent on suitable references