



Scrancements Programme Lead

Responsible to: Head of Youth Programmes

Hours: FT at 35 hours

Salary: £29,317 (scaling to £33,408 depending on experience and performance)

Benefits: 25 days holiday (plus 9 stat holidays), employer pension contributions, membership to MediCash healthcare scheme.

Duration: Permanent

Location: 1 Lochside View, EH12 9DH, and other Scran Sites as needed.

About the role

This is an exciting opportunity to change young lives across Edinburgh, by enabling young people to imagine and build their own positive futures.

This role will form part of the leadership team of Scran Academy, leading one of our core services, the Scrancements Employability Programme. The post holder will take ownership of the programme, planning and delivering structured and responsive employment and independent living support to young people facing challenges with their next steps in life.

The Scrancements programme works with young people aged 15+ who often have a wide range of unmet needs, supporting them with a blend of one-to-one mentoring, employment placements and skills-based group work. Each young person gains opportunities to access direct work placements over an 8-week development programme, with flexible one-to-one lead-in and follow-on support to design their learning pathways and reflect on their progress. Key emphasis is placed on this one-to-one support, which can be as long or as short as the young person needs.

Essential to the programme's success is a person-centred approach, and a core part of the role involves building positive, trusting relationships with young people. These relationships are the foundation of any 'push' needed for the development of confidence, skills, and the unlocking of aspirations and ambitions. As the role works with vulnerable young people, many of whom may have been let down by authorities and leaders in their lives, there is a balance to be struck to achieve this. A compassionate approach is essential in this regard, providing safety, non-judgement and complete acceptance. Also essential is a willingness to safely challenge young people to step outside their comfort zone and use their imagination to form their aims. Finally, working with vulnerable young people requires setting and communicating professional and personal boundaries clearly and transparently.



This role also entails skilled partnership work, building wider connections which support young people with opportunities both in and out of Scran, and sustains their next steps with collaborative follow-on work. These could be with the business community, the statutory sector, or wider community opportunities.

The role will lead the delivery of our Scransitions Programme, a carefully designed model with a clearly articulated developmental approach. The programme's success is tried and tested, and hinges on adaptability – it has developed iteratively over time to reflect the changing needs of young people. Record keeping is therefore critical to the success of both the programme and the role. Young people's journeys are personal and unique, but we need to capture them in effective ways to ensure any development is reflected and celebrated. Moreover, young people's voices shape the approach and structure of our delivery, so intelligent feedback and evaluation is integral to sustaining the programme and achieving the best outcomes for young people.

It is expected that the successful candidate will demonstrate a commitment to excellence in all aspects of the job, and demonstrate the values of Scran Academy.

This role embodies our values: We Love, We Trust, We Unite and We Lead:

We Love – the successful candidate will nurture young people. They will care deeply and see all behaviour as communication that deserves a dignified response. They will be non-judgemental and take a trauma-informed approach.

We Trust – the successful candidate will believe in the potential of young people. They will trust them to be the expert of their own life and circumstance. They will support young people to take responsible steps in learning, work and life.

We Unite – the successful candidate will courageously bring young people together. They will aim to create safe spaces where stepping outside comfort zones is supported and encouraged.

We Lead – the successful candidate will see all young people as leaders in their own lives. They will be ready to both lead and be led by young people. They will listen and provide a platform for young people to lead their learning and thrive.

Application process, Job description and personal specification below.



Job description

Main Responsibilities

- **Develop and lead the Scransitions Employability Programme**
 - Recruit young people to the programme through community and statutory partnerships.
 - Inspire participants to believe in themselves, engage in our provision and champion their voices.
 - Co-lead on all safeguarding processes, ensuring they are embedded across the organisation and child protection procedures are followed at all times.
 - Develop partnerships needed to connect young people with other agencies and employers, signposting as required for additional support.
 - Support young people through bespoke placement opportunities, providing direct or liaising with designated support.
 - Take a holistic approach by working with families and communities, signposting and supporting young people to access wider voluntary and public services as needed.
 - Work with the Head of Youth Enterprise and wider catering team to align Scransitions placement or volunteering opportunities in our cafes in the Comely Bank Centre and the RHCYP, as well as on Scran Van events and programmes.
 - Programme and deliver group activity sessions with Scransitions participants, supporting the development of shared outcomes and confidence building.
 - Mentor, coach and support young people to set individual development plans through structured 121s.
 - Proactively promote the programme, especially to under-represented groups
 - Ensure all young people's information, needs, outcomes and feedback is captured, tracked and shared across the organisation as appropriate.
 - Lead on the evaluation of the Scransitions programme alongside the Head of Youth Programmes.
 - Plan and implement any necessary programmatic amendments through proposals to the Head of Youth Programmes.
 - Ensure youth work and education outcomes, including accredited qualifications, are embedded in the design and delivery of youth sessions, and support the staff team to understand what, when and how they measure them.
 - Working with the Communications and Engagement Officer, create material to develop awareness and communicate impact of Scransitions.
 - Support the CEO and Head of Youth Programmes by compiling reports and data for presentation to funders and donors.
- **Contribute as part of the wider 'Team Scran' by:**
 - Engage in regular meetings with the Scran Academy team.
 - Help oversee and deliver wider youth work programmes across our social enterprise work.
 - Engage with the development, planning and delivery of any Scran-Wide events, such as the Scraduation, large catering events, residentials and wider celebrations.
 - Undertake any necessary training and development.
 - Promote and engage with our social media and marketing of our work.
 - Carry out all duties in accordance with Scran policies and procedures.
 - Any other duties appropriate to the role as agreed with line manager.
 - Uphold the values and ethos of the organisation.



Criteria	Essential	Desirable
Qualifications and Personal Development		
Ready for Youth Work Qualification, relevant comparable qualification or above	•	
Demonstrable understanding and experience of safeguarding and the protection of vulnerable groups.	•	
Demonstrable commitment to CPD	•	
Experience in sector		
Minimum three years in a youth-work, employability or CLD setting	•	
Experience of measurement and recording youth outcomes		•
Experience of supporting young people to achieve personal goals and positively develop		•
Experience of the delivery and assessment of SQA units at SCQF levels 4/5' as		•
Awareness of trauma, poverty and the barriers young people face, including an understanding of the impact of ACEs and other models		•
Awareness of Scotland's education and employability landscape - GIRFEC, CfE, local government schemes, DYW, Skills Development etc		•
Financial Management		
Experience of managing and working to tight budgets	•	
Competencies		
Quality focus – has high professional standards and a strong alignment to organisational objectives	•	
Communication – has the ability to communicate effectively with a wide range of stakeholders - including school partners, employers and family members Will work openly as part of a team and be positive about sharing information and practice to achieve success	•	
Organisation – plans thoroughly and keeps information orderly, trackable and secure.	•	
Decision making – shows dynamic problem-solving abilities Understands the value of co-production, engaging YP and being collaborative	•	
Compassionate – caring and non-judgemental, with excellent listening skills	•	
Reliable – someone who is dependable and consistent to young people and colleagues	•	
Courageous – thrives outside comfort zone and ready to learn	•	
Administration		
Excellent IT skills and knowledge of Microsoft Office Applications	•	
Strong organisational skills and experience of working to deadlines	•	
Excellent attention to detail	•	
Other		
Eligible to join PVG Scheme Membership Scheme	•	
Ability to travel between work locations and to work evenings and weekends when required	•	
Full Clean Driver's licence		•



To apply, please send a CV and a cover letter of no more than 500 words stating why you are the best fit for the role and any other relevant information you would like to highlight to louise@scrانacademy.com.

Please send applications by 9am on Monday 10th November 2025.

Shortlisted candidates will be invited to interview by the end of Tuesday 11th November 2025.

Interviews will be held week commencing 17th November 2025.

