



Job Pack Communities Development Coach

About Aberdeen Foyer

Aberdeen Foyer creates positive and lasting change working alongside young people and adults experiencing tough life situations to address and prevent the root causes of poverty and youth homelessness across local communities in Aberdeen and Aberdeenshire.

We want people to thrive, feel connected and included in their community, to have a safe, decent place to call home and access to resources to live a good life. We believe there is no limit to what people can achieve in their lives so every day our services create opportunities for people to discover their potential, overcome challenges, connect with peers and build their own positive future as a valued part of their community.

- **Youth Housing** - supporting 120+ young people daily to create a safe place to call home
- **Foyer Futures** - supporting over 200 young people each year move towards work, education and training
- **Learning** - delivering innovative college accredited learning programmes across the northeast of Scotland
- **Employability** - employability support to achieve sustained employment and reduction in poverty
- **Fitmind and Wellbeing** - providing counselling sessions and psychological services for people, improving their capacity to manage their own mental health and wellbeing
- **Community** – engaging with communities to improve wellbeing, access to employability and learning
- **Digital and Financial Inclusion** – provision of digital kit and skills training; supporting people to manage their finances and improve their economic wellbeing.

Our Values

Our Values state what is important to us, serve as our guiding principles, and form the foundation for our culture. It takes courage to reach out for support. At the Foyer, our values help us identify how we should serve our community. We are proud of our values and seek to practice and uphold them every day.

At the Foyer we value **seeing the person** and their strengths and potential. We value engaging in **trusting** relationships based on honesty, compassion, and respect. We value **curiosity** and a drive to learn as well as **commitment** to go the extra mile and never give up.

About the Communities Team

The Communities Team engage with individuals directly within communities across Aberdeen to help reduce the impact of poverty. We do this by providing advice, information, and support and tailored courses to enable people to secure access to education, training, accommodation, health, and other services appropriate to their needs. We utilise a variety of resources to help individuals build confidence and routine, and we also involve the community in the design and delivery of the project, through regular Community Voice sessions. Our work helps to signpost and guide individuals to participate in further training or internal/external employability programmes which increase their employment opportunities.

About the Role

As a Development Coach, you will be working with communities, building trusted relationships with local stakeholders to increase awareness of community assets including individuals, resources, and places. The role involves assessing client requirements to determine the necessary support, education and development opportunities and developing personal action plans with clients. These action plans will focus on the client's life and employability aspirations, and will aid the client's progression, achievement, and goals. You will ensure that 'quality' time is made available to each client through one-to-one sessions and group work to continuously monitor and review their progress towards identified goals, ensuring they remain relevant, realistic, and achievable.

The role involves providing information, advice, and support to clients to enable access to employment, training, and education opportunities, such as accredited learning through City and Guilds. The aim is to maximise

opportunities for the client to empower the local communities and to demonstrate the positive impact of the project.

About you

The Foyer Communities team needs someone who:

- is dedicated and creative, passionate about helping individuals make positive changes in their lives and improving their confidence, self-worth, and aspirations
- enjoys working with young people and believes in them as individuals; is interested in listening and passionate about building and sustaining relationships, understanding the impact of previous trauma and ACE's
- is empathetic and an excellent communicator using appropriate tone and use of language (verbal and written)
- enjoys collaboration and teamwork, is flexible, solutions focused
- is motivated, organised, and comfortable working both autonomously and as part of the wider team
- able to work confidently and independently with a range of community groups and other stakeholders
- commitment to Continuous Professional Development and self-development, exemplified by the completion of the City and Guilds assessor training in partnership with NESCOL.

The Benefits of Joining #TeamFoyer

With around 100 employees and 25 volunteers, our people are our greatest assets. That's why we do everything we can to create a supportive and positive working environment that everyone feels part of and wants to nurture. We understand the importance of work-life balance and being flexible. Blended working is the norm for many of our staff (as roles allow), with flexible working policies to allow you to work in the way that best suits you. In our latest employee engagement survey (2024) 98% of staff valued our flexibility. Staff Wellbeing is a key priority for us and our Staff Consultative Committee play a key role in supporting the promotion of wellbeing and the continual improvement of what we offer.

In return for your hard work and commitment, we offer a generous annual leave allowance of 32 days per year, including statutory public holidays, rising to a cumulative 37 days with continued service and a contributory company pension. Where possible we offer flexible working and hybrid working which means many of our employees enjoy the freedom of choosing a working pattern that suits them as much as it suits the Foyer.

We are very proud to be both a Living Wage and a Disability Confident accredited employer. We value our employees' wellbeing and offer a Cycle to Work scheme, a monthly Wellbeing Hour and a confidential Employee Assistance Programme for employees and their family. We value curiosity and all posts have access to structured induction and ongoing training and learning opportunities that can support continuous professional development and digital skills. Where appropriate mentoring, peer support network and coaching may also be available.

Recruitment Process

Please apply to Recruitment@aberdeenfoyer.com with a copy of your CV and cover letter (no more than 2 pages) that gives us a fuller understanding of what interests you about this position and how your experience and skills link to the role. In addition, please include the following with your application:

- Confirmation that you hold a UK residency or relevant permits to work in the UK.
- Contact details including a phone number, email and residential address.
- Indication of your availability to start in this role.
- Any arrangements you might need to attend an interview.

Our people are our greatest assets. #TeamFoyer provide a safe space for our employees, where everyone can feel a sense of belonging and feel comfortable bringing their whole self to work.

The Foyer embraces and celebrates diversity and equal opportunity for all. We recognise the value a diverse workforce brings to the way we work and the difference we can make to the people we support. We are committed

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to promoting the human rights and dignity of each human being, including equality of opportunity inclusive of sexual orientation, gender or transgender identity, race, colour, age, national origin, disability, religion or belief and socio-economic status, protected veteran status, or other characteristics in accordance with the relevant governing laws.

If you are care experienced, we offer guaranteed interviews for those who meet the job profile criteria.

Aberdeen Foyer is committed to safeguarding and promoting the welfare of children, young people and adults at risk. This role is subject to holding appropriate PVG Registration and will require a disclosure check which we will arrange with you if successful. Support for registration costs are available.

Application Closing Date: 5pm Friday 25th July 2025

Please submit your CV and Covering letter to
recruitment@aberdeenfoyer.com

It is important to us that you have a positive recruitment experience. For more information or to discuss the role or any support you may need to apply, please contact **Agnes Reid, Communities Team Leader**, by emailing her at agnes.reid@aberdeenfoyer.com.

We look forward to receiving your application!