



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 Counselling Service

The Aberdeen Foyer Counselling service offers therapeutic support, free of charge, for clients in Aberdeen and Aberdeenshire. We work alongside other internal Aberdeen Foyer teams supporting existing clients in achieving their potential. We accept referrals from within Aberdeen Foyer and external agencies, as well as self-referrals.

We offer a specialized therapy experience tailored to the needs of each client. Therapy is offered on an individual basis with weekly sessions that can take place either in person or virtually. Additionally, our team offers a variety of training sessions and workshops for Foyer staff and clients to raise psychological awareness and contribute to co-creating a psychologically safe environment.

About the Role

The aim of the counsellor is to provide confidential, one-to-one counselling to support those who are struggling with emotional or mental health issues. This may include anxiety, depression, low mood, anger management and a range of other issues. As counsellor, you will help to remove psychological barriers that prevent clients

from achieving their full potential, whether with education or employment, as well as improving their wellbeing and mental health in a non-judgmental environment.

A key competency for the counsellor is the ability to form a safe, congruent relationship with the client, while promoting resilience and autonomy, to support them to cope when outside of the counselling room and in their own environment. Being able to effectively assess the risk to the individual or others is key to this role, as ensuring the safety of the service user is always our top priority.

You may run wellbeing groups to support those within internal Aberdeen Foyer teams to promote, 'relating to others' and 'combatting loneliness or isolation'. You may be required to provide training on mental health or suicide prevention to assist other teams in Aberdeen Foyer or external groups and will be responsible for secure and accurate record keeping in line with the ethical guidelines of BACP/COSCA regulations. As this role might require you work with young people (16–17-year-old), you must be competent to work with this age group including knowledge of safeguarding and child protection legislation.

About you

The successful candidate will be a qualified, registered counsellor in their chosen modality who is excellent at engaging with and listening to clients. They must be keen and ready to undergo additional training provided by HMP Grampian as part of the induction. You will have experience of working with, supporting, and engaging with clients on a one-to-one basis. Communication and interpersonal skills are paramount as we need an individual who will be able to work emphatically while maintaining clear boundaries. The candidate will be a supportive team member to fellow counsellors.

This is an exciting and challenging role for a highly motivated, dedicated, and creative individual who is passionate about helping people to make positive changes in their lives and their mental health.

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' well-being 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 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 Monday 14th July 2025 Please submit your CV and Covering letter to recruitment@aberdeenfoyer.com

We are happy to consider different working hours than advertised. If you'd like to discuss this before applying, please feel free to get in touch. 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 **Martyna Lambon** by emailing her at martyna.lambon@aberdeenfoyer.com

We look forward to receiving your application!