



**We are looking for inspiring and motivated, care experienced Young People aged 18 - 25 to work on the Care for Change Mentoring/ Advocacy programme with young people in or leaving care**

## **Expert By Experience (EBE) Youth Mentor Job Description**

<b>Location:</b>	The post holder will be based in one of the 6 Give & Take sites throughout Northern Ireland. Belfast, Lisburn, Armagh, Ballymena, Derry, Omagh / Enniskillen.
<b>Responsible to:</b>	Youth worker on site and overseen by Skills and Participation Co-ordinator
<b>Contacts:</b>	Young people, Include Youth staff, Social Services and other statutory community and voluntary agencies, politicians and decision makers
<b>Salary:</b>	£11.44 per hour
<b>Hours:</b>	14 per week (unsocial hours may be required at times)
<b>Holidays:</b>	25 per annum (pro rata)
<b>Probationary Period:</b>	6 months
<b>Duration:</b>	1-year fixed term

### **Job Purpose**

The Expert by Experience (EBE) Youth Mentor will have experience of being in care and will be able to draw upon this experience to mentor and advocate for other care experienced young people to support their transition into young adulthood as they progress towards employment, education or training.

Working on the Care for Change Programme and based within a local Give & Take office, the purpose of this post will be work alongside the local team, Skills and Participation co-ordinator and policy team to ensure that the correct supports are in place for each young person to navigate their way out of covid, promoting health and well-being and advocating for better access to services including education, training and employment opportunities.

## **Key Activities**

1. To lead on the Care for Change programme, advocating with and for care experienced young people.
2. To identify any barriers for young people to address the impact of covid so they remain engaged with the programme and support the Care for Change team to advocate on behalf of the young person with relevant agencies/ decision makers.
3. To listen to and consult with young people to draw out their views, opinions and ideas, that will inform design and delivering of this programme.
4. To develop professional relationships with each young person referred to the programme.
5. Work alongside the young people and staff to understand the issues and in response develop a covid recovery plan with each young person on the programme.
6. To assist the team with establishing and reviewing baseline assessments with each young person on the programme.
7. To establish and maintain relationships with young people, staff and other stakeholders.
8. To work with other EBE Youth Mentors to co- design and deliver personal development and employability programmes for young people.
9. Offer practical support for young people depending on assessed needs, e.g. Phone calls, texts, arranging transport, advocating with employer, accessing training etc.
10. To support young people to identify natural supports within their own community
11. To access training and development opportunities to further assist you in the role.
12. To adhere to all administration and record keeping associated with the programme.
13. To participate in regular supervision and support.

## Expert By Experience (EBE) Youth Mentor

### Personal Specification

**NB: to secure an interview all essential criteria must be met and clearly demonstrated on the application. If required the shortlisting panel may consider the desirable criteria in finalising candidates shortlisted for interview.**

	Essential Criteria	Desirable Criteria
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• 18 - 25 years of age</li> <li>• Have a good understanding of the issues faced by looked after children and care leavers</li> <li>• Lived experience of being in Care</li> <li>• knowledge of challenges faced by young people not in Education, Employment or Training.</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness of the rights of children and young people including those in care</li> <li>• Knowledge of current opportunities in education, training and employment for young people</li> <li>• An understanding of the current political economic context in Northern Ireland.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Recent experience of being in care. By recent care experience, we mean that you will have lived in foster care, kinship care, a children's home, or living at home under a Care Order; and have since left care in the last 8 years.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of involvement with Include Youth programmes/ or similar</li> </ul>
<b>Behaviour, skills and competencies</b>	<ul style="list-style-type: none"> <li>• Excellent interpersonal and communication skills</li> <li>• Ability to build relationships</li> <li>• Good literacy and numeracy skills</li> <li>• Skilled in the use of email, internet, social media</li> <li>• Be able to manage the responsibilities of the role alongside other personal commitments</li> <li>• A personal and friendly manner</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to advocate for children and young people who have been in care. e.g. social services, supported accommodation providers, benefits</li> </ul>
<b>Special circumstances</b>	Ability to travel to meet the requirements of the post	Hold a current driving license and have access to a vehicle. This criterion may be waived, if a disability prohibits driving. In this case, please demonstrate how you would meet the mobility requirements of this post. Able to work outside normal office hours when required



## **EBE Youth Mentor Conditions of Service**

### **Travel Expenses**

Responsibility is on the employee to ensure that when using the car in the course of business, that proper insurance cover is acquired, and that the car is maintained in a roadworthy condition. A mileage allowance will be payable by Include Youth towards expenses.

### **Vetting**

The successful applicant will be asked to declare all pending prosecutions, convictions, cautions and bind-over orders and their name will be submitted to Access NI for a check to be carried out

### **Pension**

Include Youth operates a group personal pension scheme.

### **TOIL**

There is no entitlement to overtime payment to reflect the requirements of the post. However, you are entitled to receive time off in lieu for hours worked in excess of your normal working week.

### **Equal Opportunities Policy**

Include Youth is an equal opportunity employer. The aim of its policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of nationality, race, ethnic origin, gender, marital status, sexual orientation, disability, religious belief or political opinion, nor should they be disadvantaged by conditions or requirements which are neither justified nor relevant to the job.

**It is the responsibility of all staff to ensure a harmonious working environment in which the dignity of all employees and services users is respected.**