



Dundee and Aberdeen Programme Manager

Growing2gether Nursery Mentoring Programme is an early intervention/prevention programme targeting two sets of children who are facing challenges – disengaged young people and small children in need of additional support.

Growing2gether provides intensive coaching in a supportive group to build mental health and skills. This is important because young people say they need a supportive group outside of school to help them deal with the complex issues they face, which create a barrier to improving their life chances.

“I finally feel like I am ok as a person. I always thought everyone else was better than me. Being in this group has helped me try different things.”

Susan, 14, who lived in a women's refuge when her mother fled an abusive relationship.

Group working helps young people learn how to practise new relational skills/behaviours with their mentored children, nursery staff, and each other, coached by skilled facilitators who help them recognise their strengths. This approach (action research) where Growing2gether facilitators provide a safe opportunity for disengaged young people to practise what they learn through a positive group experience is unique. Through Growing2gether, young people engage positively with their community by volunteering as a mentor in their local nursery. This impacts behaviour and leads to less risky behaviour (substance abuse, crime, and unemployment). Growing2gether works because it role models the healthy attachment that is missing in the young people's lives (facilitator to young person, young person to mentored child, young person to young person) and it has been developed to bring the best out in the young people. The young people work as part of a team, learning from and supporting their peers, guided by our experienced facilitators. The new practical life skills they gain, including emotional literacy, building relationships and making positive choices.

Our innovative, therapeutic approach makes a lasting difference to lives of the young people because it is underpinned by positive psychology and neuro science. We intervene early at an age when the brain can form new neural pathways (teen and early childhood). Positive psychology, a branch of mainstream psychology, which was founded in 1998 by Seligman, is concerned with understanding values, strengths, virtues, talents, well-being, and optimal functioning (Duckworth, Steen, & Seligman, 2005). Research suggests that attention to people's strengths and values are linked to improved self-regulation and builds social capital. Growing2gether facilitators use positive psychology to build confidence/self-belief and to bring out the unique potential of each young person. Giving back to another through the positive experience of mentoring a child, who needs and looks up to them, makes the young people feel good about themselves and their abilities. The facilitators also coach them to recognise where they could develop, helping them to set goals to help them achieve their dreams. This leads to increased aspiration for school, employment and life, and new positive behaviours.

<https://www.growing2gether.org.uk/case-studies/>

Our Track Record: in partnership with Highland Council and High Life Highland, Growing2gether has been delivered in 13 schools and reached over 1,500 children and young people. We have been funded by Movember, Boys and Men's Health Charity, to 3x expand into Dundee and Aberdeen, as well as to increase the number of boys we work with.

Outcomes/Impact: 90% of young people would recommend Growing2gether to others; initial long-term tracking of alumni shows that 92% reached a positive destination and 53% stayed in education; 85% of participants achieved a SCQF personal development award (Self in Community and Self Awareness).

"What is super important about Growing2gether is 'empowerment' - how you empower young people with life skills that they do not get elsewhere. Young people want to be more in control of their lives".
Alfie, 16, Youth Participation Board

These are really exciting times for Growing2gether as we are expanding our reach by nearly 50%. As a part time Programme Manager, you will oversee our work in Dundee and Aberdeen, as well as be trained to deliver Growing2gether. There is scope for this contracted post to expand into a full-time salaried post. You will need to be passionate about the well-being of young people to support their immense potential to grow and use their individual gifts to maximise their life chances, education and mental health.

Application closing date: Wednesday 7 June 2023

Start date: June/July 2023

Salary: £15,000- £17,000 for three days a week depending on experience (pro rata salary £25,000 - £28,000)

Please note, this role is subject to an enhanced PVG check and satisfactory references, one of which must be from your current or most recent employer.

Job Description & Person Specification

- Manage and oversee the establishment of Growing2gether in Dundee and Aberdeen, beginning with a pilot of 4 programmes (3 in Dundee and 1 in Aberdeen).
- Provide support, development, management and motivation to the Growing2gether facilitation team based in each of the schools.
- Support the programme's integration into and relationships with schools, ensuring full model implementation and of a high-quality standard, which honours the ethos and values of Growing2gether.
- Host nursery visits to support sales and account management. Manage clients – schools and nursery contacts. Maintain up to date contact details with school and cooperative relationships with schools and nursery staff.
- Develop and grow partnerships with the Local Authority, the wider community and third sector.
- Provide analysis of programme performance, impact and development
- Support higher improvements in mental health and motivation to reach potential for young men.

- Ensure that the SQV qualification is being delivered and student portfolios are up to a Pass standard, as well as managing qualification and relationship with UHI (University of Highland and Islands).
- Host visits from funders, Head teachers etc to support Growing2gether sales and account management.
- Manage and mentor trainees and other project staff.
- Manage facilitators on projects for which you are a Lead Facilitator and support the practical training of Growing2gether Facilitators.
- Ensure all paperwork is collected accurately and promptly, from all projects under the responsibility of the Programme Lead.

Person Specification E – Essential. D – Desirable.

Qualifications

1	Youth Work qualification or related experience	E
2	Psychosynthesis Essentials / Foundation Year in Psychosynthesis	D
3	Clear Criminal Records Bureau check (CRB)	E
4	Management or leadership Qualification	D

Knowledge

1	Understanding of Growing2gether’s ethos and a commitment to the organisation’s vision and values.	E
2	Understanding of and high capacity for delivering the G2G curriculum	E

Experience

1	Building and maintaining relationships with a wide variety of colleagues, partners and stakeholders	E
2	Recent & successful experience of developing and effectively managing a team to maximise impact	E
3	Take positive, decisive and effective action to tackle professional challenges and find solutions	E
4	Highly skilled in leading the delivery & operational plans and KPI’s	E
5	To work in a team, and lead a team	E
6	Operating in a supervisory capacity, in supporting the facilitator’s work with young people and the managing of adults.	E

Aptitude and Values

1	Maintain the Charity’s vision, Ethos and Values with young people consistently at the heart of professional values and practice	E
2	Influencing, negotiating and consultation skills	E
3	Ability to plan and prioritise own workload and work with and / or without direct supervision	E
4	Highly developed and effective verbal and written communication skills and the ability to relay information to a wide range of people	E
5	To relay information to a wide range of people in a clear and cohesive manner	E
6	The capacity to remain patient and flexible within an environment of change	E

7	Competent digital literacy including office software, social media and other digital platforms	E
8	Flexible and pragmatic approach to additional tasks requested to ensure successful project outcomes with a positive solution focused approach	E
9	Ability to present programme information to stakeholders such as local authorities, schools, funders	D
10	A good team player, pleasant friendly approach to colleagues and stakeholders	D
11	An understanding and appreciation of the challenges and barriers that vulnerable young people & children may experience	E
12	Able to maintain flexible and professional relationships with clients and feedback effectively to business development and other colleagues.	E
13	At all times acting responsibly as a Growing2gether representative	E
14	Attending a minimum of 2 CPD training days per annum	D