



About Emerge Leadership

Emerge Leadership UK CIC are a Birmingham based company that specialises training and coaching young people, young adults, organisational leaders and entrepreneurs. We are mostly known for delivering mentoring programmes, coaching, workshops and motivational talks in schools and colleges across the UK and Ghana. Our uniquely developed programmes have been designed to engage and motivate under achieving young people and those that are gifted and talented. We pride ourselves in our unique approach, developed from years of experience and extensive training and development.

Due to the increased demand for our services across the UK and our aim to reach hundreds of thousands of young people across the UK and abroad over the next ten years we are growing our team. We are looking for team members to become Mentors and Workshop Facilitators ideally with skills and experience in personal development, coaching, training facilitation as well as an interest in coaching young people to improve their chances of life success. Mentors will help deliver, develop and enhance the Emerge Leadership UK CIC brand through facilitating our portfolio of coaching and training programmes.

Coaching and mentoring young people can be one of the most rewarding, transformational and also challenging forms of coaching, therefore some experience of working with young people is essential. If you are passionate and experienced in the use of coaching, mentoring and positive psychology and want to help improve the life chances and wellbeing of young people and contribute to the development and growth of Emerge Leadership UK CIC's ground breaking work then we want to hear from you.

Mentor Job Spec

You will be part of a growing team of Emerge Leadership UK CIC Mentors and have the support of Emerge Leadership UK CIC's growing recognisable brand. The brand includes established portfolio of quality services to improve the wellbeing of young people, excellent reputation and established service delivery. A huge contributing factor to the success of the Emerge Leadership UK CIC is the strength, knowledge, experience and skills of our team members.

Training will be provided in a selection of Emerge Leadership UK CIC's portfolio of services and products. We will equip team members to be able to develop the skills required to deliver the standard of service we expect.

To fulfil the requirements of the Mentor role you will be required to mentor or coach young people aged 11-25 on a part time basis. Mentoring programmes last for at least 3 months. You will usually working in one school two hours a week for three months (12 weeks). It is possible that you could be working with 3 or 4 schools at the same time, depending on your availability. You will need to be able to commit to working with the group that you have started with for the 12 week block.

You will be required to attend training in each of the services or products you will be assigned to deliver as well as CPD sessions to support your delivery and business growth opportunities.

Every mentor must:

- Attend on-going trainings when needed or requested to do so by program staff.
- Complete evaluations of mentoring sessions as requested by staff.
- Recognise their role as a mandated reporter and report any problematic issues.
- Be able to work as part of a team
- Have the energy and enthusiasm needed to engage and empower teenagers

Key skills for learning mentors

- Maturity
- Interpersonal skills
- Listening skills
- Organisational skills
- Problem solving skills
- Communication skills
- Assertiveness
- Resilience
- A non-prejudicial manner

Topics that will be covered by mentors in the group mentoring sessions with students include:

- Self esteem
- Taking Responsibility
- Resilience
- Relationships (Choosing the right friends)
- Relationships (Relating to authority)
- Goal setting
- Conflict resolution
- Leadership
- Self leadership
- Communication skills
- Identity
- Anger management
- Boundaries
- Identifying my talents and gifts
- Respect
- Managing stress
- Entrepreneurship

Recruitment Process

Please email admin@errollawson.com to request and application form.

Submit your completed application form along with your up to date CV to admin@errollawson.com.

Mentor Person Specification

Job Title: Emerge Leadership UK CIC Mentor

Location: UK/community based

Job Duration: on going project based

Pay Scale: Project rates + Expenses

Responsible to: Line Manager

Education and Training

Essential Desirable

Educated to Degree Level (Youth Work, Sociology Social Work, Education, Psychology, Childhood studies or equivalent)		Desirable
Qualifications in Coaching (for example Diploma PGCert, ILM and Masters level qualifications in coaching)		Desirable
Memberships to coaching professional bodies		Desirable
Training in workshop and training facilitation & delivery.		Desirable

Skills, Qualities and Experience - People

Essential Desirable

A desire and commitment to create change and make a difference to young people's lives through improving emotional health and mental wellbeing.	Essential	
Experience and skills working with young people aged 11-25.	Essential	
Experience and skills in working with professionals, such as schools, local authorities and charities who support young people.	Essential	
Experience of working with young people with complex needs including emotional and mental health related problems.		Desirable
Experience of working with parents		Desirable

Experience in motivating, empowering and inspiring people of all ages.	Essential	
Drive and resilience to deal with challenging people and situations	Essential	
Ability and willingness to work with teachers, clients and other Emerge Leadership UK CIC mentors.	Essential	
Knowledge of legislation relating to children and young people, including the Children's Act 1989 and 2004 and the Carers' Act 1995 and 2004		Desirable
Understanding of Safeguarding Children and experience of applying related policies in practice.		Desirable

Skills, Qualities and Experience - Coaching and Training

Essential Desirable

Experience of using coaching and personal development approaches, both individually and in groups with a range of people	Essential	
Experience in training and workshop facilitation	Essential	
Skilled and experienced in using positive psychology, solution focused and cognitive behavioural coaching approaches		Desirable
Adaptability and creativity, able to use a range of coaching tools and techniques to fit client's needs.	Essential	
Understand and uphold the underpinning principals of coaching as set out by a recognised coaching body		Desirable

Strong belief in the benefits of a coaching approach	Essential	
Commitment to ongoing personal and professional development and learning within the field of positive psychology and Coaching	Essential	
Approachable and authentic with a positive outlook	Essential	

Other Requirements

Essential Desirable

	Essential	Desirable
Access to the use of a car/transport	Essential	
Ability to work flexibility when required occasional evenings and or weekend work in a range of geographical locations.		Desirable
Has or is willing to gain membership to at least 1 professional coaching body and uphold their standards and ethics.		Desirable
Will complete CPD logs and attend appropriate supervision and training to fulfil requirements of role and organisation.	Essential	
Have the appropriate insurance cover	Essential	
Be registered as self-employed and manage own tax reporting to HMRC.	Essential	
Experience of managing confidential data in line with data protection act.	Essential	
Experience of using a range of IT support programmes. (email/word/excel/powerpoint)	Essential	
Undergo a DBS check	Essential	