



## Job Pack

### Development Coach - King's Trust Team Programme

#### About Aberdeen Foyer

Aberdeen Foyer's vision is for everyone to have a safe place to call home and what they need to thrive. Our mission is to end poverty and prevent youth homelessness.

We support young people and adults across Northeast Scotland to discover their potential, transform their lives and shape positive futures. We do this by:

- Providing young people who are homeless or at risk of homelessness with a safe place to stay.
- Supporting people who are unemployed to develop skills and move towards work.
- Creating education and learning opportunities.
- Supporting positive mental health and wellbeing.

#### Our Values

We see the person and their potential. We build trusting relationships based on honesty, compassion and respect.

We value curiosity, a drive to learn and a commitment to go the extra mile and never give up.

#### About King's Trust Team Programme

The King's Trust Team Programme is a 12-week personal development and employability programme for young people aged 16 to 25 who are not in education, employment or training.

The programme helps young people increase their confidence, develop practical skills and gain nationally recognised qualifications. It includes group learning, outdoor and adventurous activities, a community project, a two-week work placement, career planning, a team challenge and a final presentation.

Outdoor activities may include water-based activities, climbing and abseiling, delivered with approved activity providers.

Learners work towards the King's Trust Personal Development and Employability Skills qualification at SCQF Level 4 alongside other accredited learning.

#### About the Role

As Development Coach, you will lead the delivery of the King's Trust Team Programme in Aberdeen. You will support each group from recruitment and programme planning through to their final presentation and next steps.

You will deliver engaging group sessions, provide individual support, coordinate activities and work placements and assess accredited learning. You will help young people recognise their strengths, overcome barriers and move towards education, employment, training or volunteering.

You will work closely with employers, community organisations, referral partners and other Aberdeen Foyer services. You will also act as Link Supervisor for Robert Gordon University social work students completing placements with the programme, providing guidance, supervision and feedback.

This is a varied role where you will have the opportunity to see young people grow in confidence, develop new skills and make positive changes in their lives.

### About You

We are looking for someone who believes in young people and can build positive relationships based on trust, consistency and respect.

You will be:

- Experienced in delivering group learning, employability, youth work or personal development activities.
- Confident supporting and motivating young people with different experiences, abilities and support needs.
- Creative and able to make learning practical, engaging and inclusive.
- Organised and able to manage programme delivery, learner records and competing priorities.
- Comfortable working independently and collaboratively with colleagues, employers and partner organisations.
- A confident communicator with good digital skills.

An SVQ Level 3 or equivalent qualification in a relevant field is preferred. Significant relevant experience may be considered in place of a formal qualification.

An assessor qualification is desirable, but support will be provided to complete this if required.

A full driving licence valid in the UK is essential. You must be willing to drive and travel for work purposes, including transporting learners or equipment when required.

Some flexibility is required to support outdoor activities and occasional programme events outside normal working hours.

PVG Scheme membership for the relevant regulated role is required. Aberdeen Foyer will support the successful candidate through the application process.

### Benefits

We offer 20 days of annual leave plus 12 public holidays. Your total annual leave entitlement increases with length of service, up to a maximum of 37 days.

Additional benefits include:

- A contributory company pension.
- Flexible working where this can be balanced with programme and learner needs.
- Cycle to Work scheme.
- A monthly Wellbeing Hour.
- A confidential Employee Assistance Programme available to employees and their immediate family members who reside at the same address.
- Training and learning opportunities, including trauma-informed practice, professional boundaries and solution-focused practice where relevant.

We are proud to be a Living Wage and Disability Confident employer.

### Recruitment Process

Our people are our greatest asset. We want everyone at Aberdeen Foyer to feel safe, included and comfortable bringing their whole self to work.

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Aberdeen Foyer is committed to equality, diversity and inclusion. We welcome applications from people of all backgrounds and do not discriminate based on any protected characteristic under the Equality Act 2010.

Applicants who meet the essential requirements for the role and are Care experienced will be offered a guaranteed interview.

Please let us know if you require any reasonable adjustments during the application or interview process.

**How to Apply**

Please submit your CV and covering letter to [recruitment@aberdeenfoyer.com](mailto:recruitment@aberdeenfoyer.com) by **5pm on Wednesday 9<sup>th</sup> September 2026**

For more information or an informal discussion about the role, please contact:

**Tev Warrander**

[kevin.warrander@aberdeenfoyer.com](mailto:kevin.warrander@aberdeenfoyer.com)

We look forward to hearing from you.