

Job Profile

Role Title	Development Coach – King’s Trust Team Programme
Department	Learning
Salary	£25,912 - £29,454 per annum (depending on qualifications and experience)
Working hours	36.25hrs per week, full-time
Location	Aberdeen

Why? – To prevent the impact of poverty and health inequalities by providing accredited learning that connects young people to their communities and opportunities to thrive.

What? – To lead, motivate and support young people aged 16 to 25 through the 12-week King’s Trust Team Programme, helping them build confidence, gain qualifications and progress into education, employment, training or volunteering.

Key Responsibilities

- Promote the programme, work with referral partners and recruit young people who are not in education, employment or training.
- Build positive relationships with learners, supporting their attendance, wellbeing, personal development and progression.
- Plan and deliver the full 12-week programme including team building, outdoor activities, a community project, work experience, career planning, a team challenge and a final presentation.
- Deliver engaging group and individual sessions that meet the different needs and abilities of learners.
- Coordinate and supervise safe outdoor and adventurous activities, which may include water-based activities, climbing and abseiling.
- Deliver and assess the King’s Trust Personal Development and Employability Skills qualification at SCQF Level 4, maintaining accurate learner evidence and assessment records.
- Work with employers, community organisations and Aberdeen Foyer services to arrange work placements, activities and progression opportunities.
- Act as Link Supervisor for Robert Gordon University social work students, providing guidance, supervision and feedback throughout their placement.
- Maintain accurate programme records and use Aberdeen Foyer, King’s Trust and funder systems to record attendance, progress, qualifications and outcomes.
- Follow safeguarding, health and safety and risk assessment procedures, manage programme spending and contribute to the evaluation and improvement of delivery.

Skills and Behaviours

- A genuine belief in young people and their potential to learn, develop and achieve.
- Compassionate, non-judgemental and able to build trusting relationships while maintaining professional boundaries.
- Patient, resilient and able to motivate young people with different experiences and support needs.
- Organised and flexible with the ability to manage a busy programme and respond calmly to unexpected situations.
- Comfortable working independently while contributing positively to the wider team.
- A confident communicator who can work effectively with learners, employers, partners and other professionals.

Qualifications and Experience

- SVQ Level 3 or an equivalent qualification in youth work, community learning and development, employability, training, education, health and social care or a related field. Significant relevant experience may be considered in place of a formal qualification.
- Experience of planning and delivering group learning, employability or personal development activities.
- Experience of supporting young people to overcome barriers and work towards their goals.
- An assessor qualification is desirable. Support will be provided to complete this if required.
- Experience of working with employers, community organisations or partner agencies.
- Knowledge of local education, training, employment and volunteering opportunities.
- Strong organisational, communication and digital skills, including experience using Microsoft Office.

Additional Requirements

- A full driving licence valid in the UK is essential, along with a willingness to drive and travel for work purposes.
- Willingness to work flexibly when required, including supporting 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.