

# MENTORING MANAGER

## NORTH

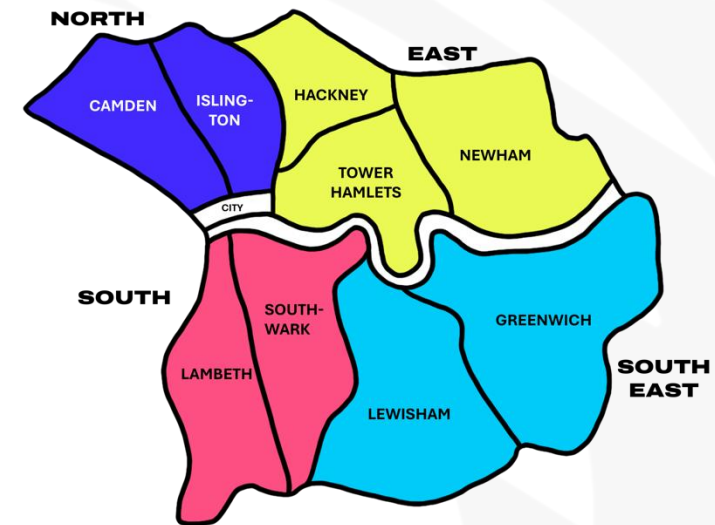
### CAMDEN | ISLINGTON

XLP is a vibrant youth work charity dedicated to shaping bright futures for young people. Leading the charge against poverty and educational failure in inner London, we offer holistic, long-term support to 11 to 25 year olds in both schools and communities.

Over the past eight years XLP has run a nationally recognised mentoring programme which runs in nine London boroughs. These mentoring projects target at risk young people between 11 – 18 who are on the verge of exclusion or excluded from school, at risk of involvement or already involved in crime, and isolated from their communities. The aim is to support these young people and help them see alternatives to what can sometimes seem a hopeless situation.

We're looking for a Mentoring Manager to join the team to recruit, train, monitor and supervise mentors sourced from the local community in North London. These mentors commit to providing 1-2 hours face to face per week for a minimum of 12 months with their allocated mentee.

This is a hybrid role with approx. 50% of your time being face-to-face. Mondays are based in our central London office.



# VALUES

## OUR MISSION

We fight for the young people that fly beneath the radar. Those who have been written off and ruled out; whose hope for the future is waning. We see the young people that others forget.

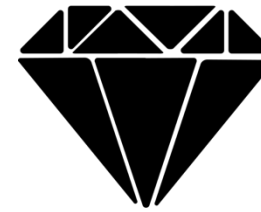
Not only do we see their struggle and their circumstances, but we see their potential. In them, we see talent, we see skill, we see courage.



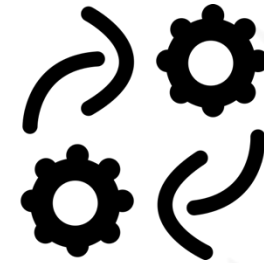
WE PUT **YOUNG**  
**PEOPLE FIRST**



WE BELIEVE IN WORKING  
FOR THE **LONG TERM**



WE STRIVE  
FOR **EXCELLENCE**



WE **WORK**  
**TOGETHER WELL**



WE ARE ROOTED  
IN **CHRIST**



These are the values that shape our community and drive our effectiveness. Candidates are required to support, uphold and sustain these values.

We are a Christian charity and are "faith-based, but not faith-biased," working with young people of all faiths and none. We are guided by the values of love, compassion, and helping others that come from Jesus' life and teachings. We use these principles to make a real difference in our communities.

Our staff team is dedicated to growing in diversity and inclusion, aiming to reflect the communities we serve. We welcome applications from all backgrounds, ethnicities, and genders.

# WHAT YOU WILL BE DOING

## Recruitment of Mentors and Beneficiaries

- Manage a caseload of up to 20 active 1:1 mentee / mentor relationships at any one time;
- Work with local community organisations and networks to recruit volunteer mentors;
- Work with schools, community stakeholders and the wider XLP team to identify young beneficiaries for mentoring;
- Build relationships with parents / families / guardians and assess a young person's needs and appropriateness for the programme via home visits;
- Provide training to mentors and carefully match them with young people;
- Provide ongoing support to mentors throughout the programme and assist in creating exit strategies upon conclusion;
- When matches cannot be found, mentor young people yourself;
- Work with local schools to deliver group mentoring sessions;
- Facilitate social interactions for mentors.

## Quality, Risk, Performance Management and Reporting

- Ensure that agreed practices, protocols and procedures are followed particularly relating to safeguarding;
- Report on the required aspects of the project to XLP and external funders;
- Undertake quality and performance management to ensure that the young person receives a positive experience, that monitoring records are maintained accurately and that progress towards the desired outcomes is evidenced;
- Ensure that the project operates within budget and that financial procedures are followed.

## Residentials and Day Trips

- Plan, organise and manage the annual residential weekend away, in collaboration with other Mentoring Managers;
- Organise day trip activities in partnership with other Mentoring Managers.

# WHAT YOU BRING TO THE ROLE

You will be passionate about creating positive futures for young people in inner-city London and seeing transformation in their lives.

## You'll be good at:

- Volunteer, Project and Caseload Management;
- Leading others, with a passion for growing and enabling people;
- Self-motivation and willing to go the extra mile;
- Working with and training Volunteers;
- Working with at-risk young people through schools, community or social work;
- Using your own initiative.

## Useful if you have:

- Extensive previous experience of working with children and young people;
- Hold a recognised youth work qualification or have equivalent experience;
- A track record of mentoring and/or counselling projects;
- A strong network of relevant contacts.

We are committed to providing ongoing training and support including Clinical Supervision for all our staff for them to develop and thrive in their roles.

All XLP staff and volunteers have enhanced DBS disclosures and work within strict child protection guidelines.



# TERMS OF EMPLOYMENT

This is a full-time role, with normal working hours and some evenings and weekends as required.

Location:	City of London, Hybrid
Contract:	Full time, Permanent
Salary:	£31,000 - £32,000

## HOW TO APPLY

You can apply for the role using the online application form at [www.xlp.org.uk/careers](http://www.xlp.org.uk/careers)

**Submission Deadline:** Applications should be completed by midday on **Friday 31st January 2025**. Applications will be reviewed as they come in. We may close the deadline early if we find a suitable candidate.

**Interview Process:** Successful candidates will be invited to two stages of interview. The first interview will be in the week commencing **Monday 3rd February 2025** with second interviews in the following week.

If you have any questions about the role, please contact us at [jobs@xlp.org.uk](mailto:jobs@xlp.org.uk)