

Job Description

Engagement Lead (Education)

Salary Range: £31,369-£35,674 (pro rata depending on hours worked)

Location: Multiple delivery sites across Coventry

Contract Duration: Initial contract up until March 2028

Hours Per Week: 21.5-37.5 negotiable

Job Purpose:

The Engagement Lead (Education) is a senior practitioner role responsible for the development and delivery of high-intensity, targeted education-focussed interventions for young people with complex needs.

This role will act as a Lead Youth Worker within education and targeted provision, delivering impactful 1:1 and group-based support, while providing mentorship and guidance to other youth workers. The postholder will specialise in engaging young people who are at risk of exclusion, disengagement, or facing significant personal and social challenges.

The role will focus primarily on direct delivery of education-based support, alongside designing and embedding high-quality targeted interventions and contributing to a strong, practice-led team culture.

Targeted Intervention Delivery (Primary Focus)

- Lead the delivery of high-quality, targeted youth work provision within education and community youth work settings
- Design and deliver structured interventions for young people with complex or multiple needs (e.g. risk of exclusion, poor engagement, social/emotional challenges, behavioural support needs)
- Provide consistent 1:1 mentoring and intensive support for identified young people
- Build trusted, professional relationships that support sustained engagement and positive outcomes
- Apply trauma-informed and strengths-based approaches in all delivery

Positive Youth Foundation

The Techno Centre, Coventry University Technology Park

Tel: 02476158550 Email: info@positiveyouthfoundation.org

Charity Number: 1145284

Programme Development

- Develop and adapt targeted programme content, resources and intervention models
- Ensure delivery is responsive to emerging needs and reflects best practice in targeted youth work
- Contribute to continuous improvement of provision through reflective practice and feedback

Safeguarding and Case Management

- Take a lead role in safeguarding within programmes, maintaining the highest professional standards
- Manage complex cases, including recording, risk assessment, and appropriate referrals/signposting
- Work closely with internal Safeguarding Leads (and external agencies where appropriate) to ensure effective support for young people

Team Support and Mentoring

- Act as a senior practitioner and role model within the delivery team
- Support and mentor youth mentors to improve practice, confidence, and delivery quality
- Contribute to team development through informal supervision, coaching, and sharing best practice

Engagement and Inclusion

- Lead on engaging marginalised young people and sustaining participation
- Work with a wide range of young people experiencing numerous challenges, including (but not limited to) risk of exclusion, social and emotional needs, behavioural challenges, and wider vulnerability factors
- Promote youth voice and ensure young people are actively involved in shaping provision
- Support inclusive practice, ensuring accessibility for diverse groups of young people

Monitoring and Quality Assurance

- Maintain accurate and high-quality records of delivery, engagement, and outcomes
 - Contribute to case studies and evidence of impact
 - Ensure delivery meets organisational standards and expectations
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Main Duties and Responsibilities:

- To directly deliver a range of targeted education interventions, including mentoring programmes, ensuring that they run smoothly and safely, with young people who may have complex or challenging circumstances.
- To design and deliver structured, high-impact interventions, including small group work, tailored to the needs of young people experiencing multiple barriers to engagement.
- To motivate and encourage participants to take part in activity sessions sustaining engagement over time.
- To ensure high levels of health and safety and safeguarding at sessions in accordance with PYF procedures.
- To be fully aware of, and understand emergency procedures at session venues and be able to deal with emergencies quickly, calmly and efficiently.
- To confidently communicate verbally with participant groups, parents/guardians and partner agencies, building strong and professional relationships.
- To keep the PYF management team regularly informed on progress, challenges and incidents at sessions, either in person or by telephone.
- To take responsibility for opening and closing venues securely and comprehensively where required (key holder responsibility).
- To lead on engaging and supporting a wide range of young people experiencing numerous challenges, including (but not limited to) risk of exclusion, social and emotional needs, behavioural challenges and wider vulnerability factors.
- To apply trauma-informed, strengths-based and restorative approaches within all aspects of delivery.
- To support and mentor other practitioners within delivery, acting as a positive role model and contributing to high-quality practice across the team.

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Engagement Lead (Education)

Person Specification

Knowledge

- Knowledge and understanding of education-focussed youth work, in particular to young people facing challenging circumstances
- Knowledge and awareness of issues surrounding safeguarding children, particularly within a targeted youth work setting
- Strong understanding of targeted youth work and working with young people with complex needs
- Knowledge of how to deliver safe, engaging and structured education programmes for young people who may present varied behaviours
- Understanding of trauma-informed, restorative and strengths-based approaches
- Awareness of education systems and local structures

Skills and Abilities

- Strong verbal communication and listening skills, particularly with vulnerable young people
- Ability to engage effectively with a wide range of target groups including young people, partner agencies and colleagues
- Ability to design and deliver structured, high-impact education-based interventions
- Ability to plan activities at a team level, motivating staff and volunteers to deliver high-quality provision
- Ability to respond effectively, calmly and quickly to emergencies and challenging situations
- Ability to motivate participants to take part in positive activity and sustain engagement
- Strong organisational skills, including the ability to manage a varied caseload
- To accurately record information in writing
- Ability to consult, involve and empower young people in decision-making processes
- Ability to reflect on practice and contribute to continuous improvement

Experience

- Minimum 3+ years' paid experience delivering targeted education-based youth work or similar interventions
- Demonstrable experience working with young people with complex or additional needs
- Experience of 1:1 mentoring and intensive support
- Experience supporting or mentoring other staff (formally or informally)

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Educational

- Level 6 qualification in Youth Work (or equivalent)
- Relevant safeguarding training (or willingness to undertake)

Special Requirements

- This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A Criminal Record Disclosure will be required prior to appointment.

Safeguarding

- PYF puts safeguarding at the forefront of all its activities. The successful applicant will demonstrate their firm commitment to effective safeguarding practises and high professional standards around all safeguarding issues. An enhanced DBS check is required for this role.

Equal Opportunities

- PYF are fully committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background. We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records.
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