

TOGETHER, EVERY CHILD AND YOUNG PERSON CAN FLOURISH.



Associate Link Worker

JOB RECRUITMENT PACK

WHO WE ARE

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AllChild is a charity working with schools, families, councils and community organisations to ensure that together, every child and young person can flourish.

We're pioneering a new way of investing in children's futures - bringing local partners together to listen, co-design, and remove barriers to support and opportunity.

We believe children need the right support, in the right way, at the right time - rooted in the relationships and communities they know and trust.

We call this creating SEA change: improving children's Social, Emotional and Academic wellbeing so they can thrive at school, in life, and in the future they choose.

After nearly a decade in West London, we've expanded to Wigan and are now preparing to grow into more places across the country — deepening our local presence to deliver meaningful, long-term support. Last year, we worked with 1,700 children and young people, helping them build the skills and connections they need to flourish.

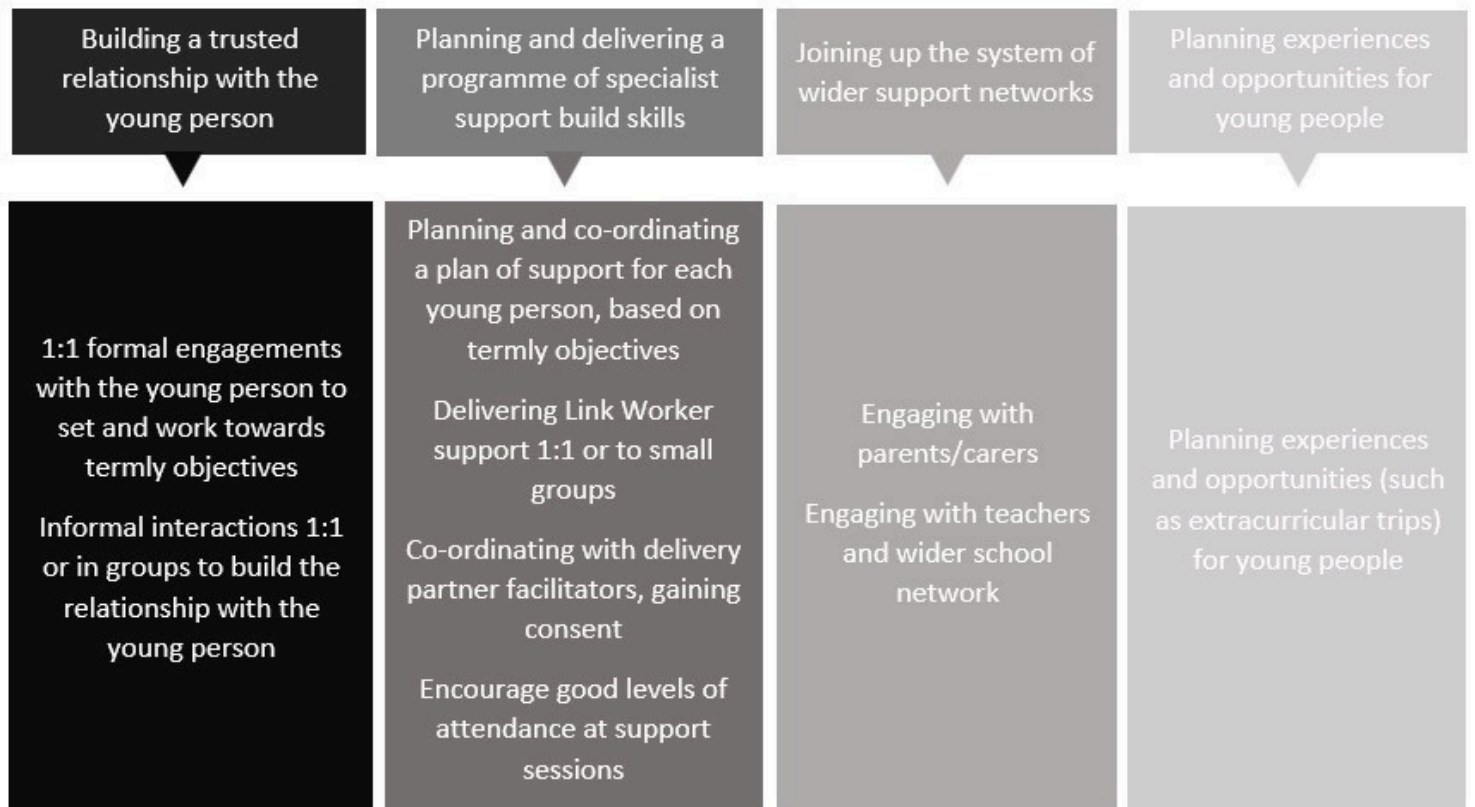


THE ROLE AND YOU

ABOUT THE ROLE

Title:	Associate Link Worker
Reports to:	Senior Community Team Manager
Start date:	ASAP
Location:	London, Schools in West London
Hours:	Full-time (37.5 hours), Permanent
Salary:	£27,007.50 per annum
Deadline:	7 January 2026

Associate Link Workers (with their Community Team Managers) and Link Workers will deliver the AllChild programme in either a Primary or Secondary School. This will involve spending most of their week in the school setting, developing trusted relationships with the Children and Young People in their cohort and delivering tailored support in line with their programme aims.



PROGRESSION

In the 2024/25 academic year, we launched a new, tailored development programme for our Link Workers that ensures everyone can progress in their career as they become more experienced and provide support and training for each individual's development.

Title	Salary	Role	Relevant Experience
Associate Link Worker (ALW)	£27,007.50	The Associate Link Worker will be based in a school with the Community Team Manager. This will be a developmental role with the ALW taking on responsibility in line with a Link Worker as they gain experience	6 months to 2 years paid employment or voluntary experience
Link Worker (LW)	£29,000	The Link Worker delivers our programme to children and families, devises their support plans, conducts 1:1/small group sessions, coordinates partner programs and builds relationships with school staff and local agencies.	2+ year of front-line delivery experience with children in paid employment.
Senior Link Worker	£32,000	After 2 years, Senior Link Workers fully manage a cohort and may assist with peer delivery elsewhere	4+ year of front-line delivery experience with children in paid employment.
Expert Link Worker	£34,000	Expert Link Workers advance their career while supporting a wider team at AllChild, engaging directly with children and young people while building a specialism. They also play key role in school collaboration to identify program participants.	Internal role only – to progress into from Senior Link Worker.
Community Team Manager (CTM)	£36,000	CTMs oversee teams of 3-4 Link Workers and an Associate Link Worker. They are responsible for cohort delivery with direct support from an Associate Link Worker. Oversee school and local services relationships, manage hub programs, mentor team. CTMs specialise and contribute to AllChild initiatives.	5+ year of front-line delivery experience with children in paid employment, including some management experience.
Senior Community Team Manager	£38,000	Senior CTMs oversee teams of 3-4 Link Workers and an Associate Link Worker, responsible for cohort delivery with direct support from an Associate Link Worker. Oversee school and local services relationships, manage hub programs, mentor team. CTMs specialise and contribute to AllChild initiatives.	8+ year of front-line delivery experience with children in paid employment, including 3+ years of management experience.

YOUR DEVELOPMENT

A Comprehensive core curriculum of training supports your professional development.

As a Link Worker you will have access to training available to our Link Work community as well as specific management and leadership training to support your growth and development as a line manager and leader.

FIRST YEAR: You will be trained on the core curriculum:

- Solution Focused Practice
- Trauma Informed Practice
- Safeguarding & Child protection training
- Data Analysis and Caseload management
- Child Relationships and Attachment Styles
- Equity, Diversity and Inclusion
- Basic counselling skills
- Shadowing Link Workers in their settings
- First Aid and Trips and Visits planning training

SECOND YEAR: You will progress to our tailored training tracks for your specific role:

- Link Worker training
- Senior Link Worker training
- Expert Link Worker training
- Specialist trainings
- Community Team Manager management track

WE PROVIDE FULL SUPPORT:

- Regular 1:1 line management
- Clinical supervision -1:1 – monthly
- Collective learning and working groups to inform programme design and refinement
- Co-delivery within your team to learn from and share practices with other Link Workers - as well as with your Community Team Manager
- Opportunities for 1:1 peer learning sessions with other Link Workers

ADDITIONAL SUPPORT:

- The 'hub' model offers a supportive network of colleagues for delivery, coaching, and mentoring
- CTMs and Senior CTMs provide frontline support and professional development
- Other Link Workers offer support and advice, and you can co-deliver with them for diverse learning experiences

QUALITIES OF A GOOD LINK WORKER


WHAT QUALITIES MAKE A GOOD LINK WORKER?

Our secondary alumni were asked to share what qualities they think make a good Link Worker. We aim to hear directly from our alumni so they can influence key decisions that affect young people on our programme.

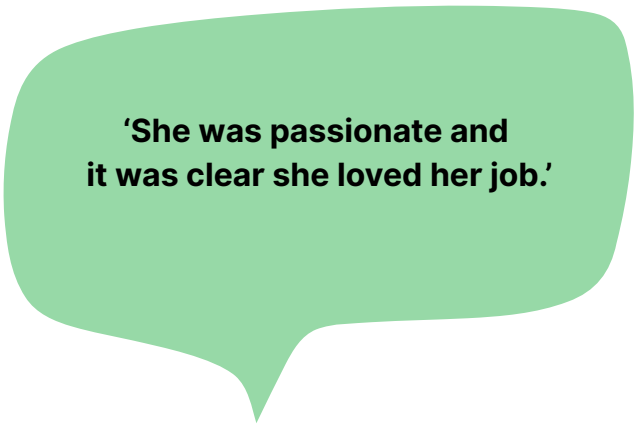
From the longlist of qualities, alumni were then asked to pick the one they thought was the most important, which resulted in a top three:

- **Understanding**
- **Engaging**
- **Patient**

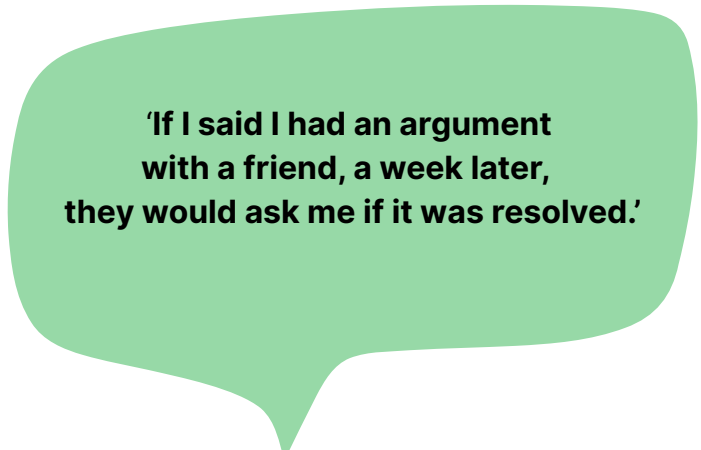
Below are some quotes directly from our alumni.



**'I want to look at [my Link Worker]
like my role model.
I need someone to inspire me.'**



**'She was passionate and
it was clear she loved her job.'**



**'If I said I had an argument
with a friend, a week later,
they would ask me if it was resolved.'**



**'She was always happy and
explained things rather than rushing.'**

BENEFITS

ANNUAL LEAVE AND WELLBEING DAYS

We have a generous annual leave policy, the Link Work team's annual leave cycle runs from September to August. For the first year, the entitlement is 36 days plus bank holidays. After 2 years, this increases to 43 days plus bank holidays.

ENHANCED SICKNESS, COMPASSIONATE AND FAMILY LEAVE

AllChild pays above the statutory minimum sickness on a 12-month rolling period. We also offer compassionate leave, up to 10 days for close family members. We offer enhanced pay for maternity and paternity leave to help support staff who are growing their families.

HEALTH CASH PLAN

Employees can access tailored support for mental and physical health and wellbeing. The support on offer includes (but is not limited to):

- 24/7 Employee Assistance Support.
- Cash back on optical, dental and holistic treatments.
- Physiotherapy.
- Counselling.
- Discount for family activities, such as cinema tickets and gym membership.

SEASON TICKET LOAN

Staff can apply for a season ticket interest free loan. Your loan repayments are spread evenly over 12 months.

CYCLE SCHEME

Staff can purchase bike and accessories through our cycle scheme without any upfront payment, and the payments are taken tax efficiently from their salary.

REFERRAL SCHEME

Employees who refer a friend for any of our vacant positions will receive a £200 voucher if the candidate is successful. Upon their completion of the 6-month probation, the employee will receive a further £200.

PERSON SPECIFICATION

EXPERIENCE, KNOWLEDGE AND COMPETENCIES

- Excellent at developing professional trusted relationships with children and families from a range of backgrounds
- Proactive, keen to get stuck in, and a self-starter
- Demonstrates genuine passion for their work and a clear commitment to their role
- Able to work independently to solve problems
- Ability to manage relationships and work collaboratively across multiple settings with different people
- Excellent verbal, written and presentation skills; able to communicate professionally and flexibly with a wide group of stakeholders
- Acts as a positive role model, inspiring and motivating others through their attitude and actions
- Able to build trust and connection with young people through empathy, patience and engagement
- Able to plan work and manage competing priorities in a busy, fast paced environment
- Able to learn new systems and ways of working, adapting where needed
- Able to use and understand data to inform and plan work with children and families

Please apply if you have one or more of the following:

- Worked in schools supporting children and young people
- Experience working with children and young people in family support work, social work, youth and community work, mentoring, or something similar
- Experience delivering interventions to young people with Special Educational Needs (SEN) and/or Social Emotional and Mental Health Difficulties (SEMH)
- If you have been a teacher with qualified teacher status (QTS)
- A degree or qualification in a relevant field



APPLICATION PROCESS

We prioritise safeguarding at AllChild. Our recruitment follows strict guidelines outlined in our Safer Recruitment and Selection Policy. Please read our Safer Recruitment and Selection Policy and complete the online application form.

Deadline: 7 January 2026

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.

To ensure fairness in selecting the best candidates for this role, we operate a blind recruitment process. Therefore, all applications are anonymised until an interview has been confirmed.

We are proud to be an employer that puts Equity, Diversity and Inclusion at the core of all that we do, for the benefit of our employees, our partners, and the communities that we work with. We are proud of our diversity and are therefore keen to receive applications from people who may be under-represented in our AllChild community. Please read our EDI statement on our website.

Please inform us of any accessibility needs for the application or interview process. We will address them when scheduling interviews.

If you have any questions, please contact our People and Culture Team by email: hr@allchild.org

