



Therapeutic Mentor

Job Vacancy

Are you ready to be part of a vibrant and dynamic charity working with children and young people? If the answer to this question is yes, then you could be who we are looking for!

KRUNCH UK EXISTS TO **ENGAGE, EQUIP AND EMPOWER** CHILDREN AND YOUNG PEOPLE TO DISCOVER THEIR FULL POTENTIAL.

Krunch West Midlands

Every year, Krunch West Midlands works with around 400 children and young people (CYP) aged 9–19 years, with identified emotional health and wellbeing (EWB) issues across Sandwell and adjacent Black Country areas. Our core services aim to enhance personal and social development, reduce emotional/psychological distress, address safeguarding concerns, and improve engagement with education and learning.

Referrals come to us from schools, post-16 colleges, and public agencies for targeted therapeutic mentoring and topic-based small group intervention. Referrals for one-to-one therapeutic mentoring can be triggered by many emotional health and wellbeing concerns such as low mood, anxiety, social withdrawal, and other issues such as bullying and inappropriate sexual behaviours; often young people disclose underlying adverse childhood experiences, painful loss, or bereavement. Our group work is often more universal in nature—tackling relevant issues in fun, accessible ways for larger numbers of children.

We also provide:

- tailored life skills learning and alternative education sessions for children with additional educational needs (SEN), and those who are care-experienced
- prevention programmes working alongside police and youth justice services for children and young people at risk of involvement in violent or criminal behaviour
- targeted interventions for unsafe and harmful behaviours

Our Ethos

Krunch shares a broad and generous Christian ethos, expressed through three core values and behaviours: Hospitality, Inclusion, and Community. People are welcomed, valued, and discover a sense of belonging.



Hospitality: You are welcome!

We believe that each person who visits our centres or uses our services should feel welcomed.



Inclusion: You are valued!

We believe that each person is unique and of significant worth and value.



Community: You belong!

We believe that each person benefits from belonging to a community and contributing for the good of the local community.

Therapeutic Framework

This framework wraps around and runs through our whole organisation from the way we lead and manage, to every interaction with a child/young person. It informs our service design ensuring that new project ideas are consistent with our principles, safe, ethical, and effective. This framework provides a shared understanding of how we work alongside each other and those outside of our organisation, with a particular focus on high-quality support for children and young people affected by trauma and adversity.

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Choice

We listen to and value young people's perspectives, working collaboratively to support agency, empowerment, and participation in decisions that affect their wellbeing, learning, and future pathways.

Connection Before Correction

We prioritise attuned, trusting relationships, recognising change happens through connection and co-regulation; curiosity guides responses while expectations and boundaries are held within supportive, respectful relationships.

SAFE



Steady

We prioritise felt safety through reliable, emotionally regulated adults, predictable routines, clear boundaries, and transparent practice, creating stable environments where children can trust, regulate, engage, and learn.

HEARD



Inclusivity & Respect

We create inclusive, equitable environments that honour identity, culture, and experience, reduce barriers, challenge stigma, and ensure young people feel accepted, valued, and involved in shaping outcomes.

BELONG



**CON-
NECT**



**UNDER-
STAND**



Behaviour is Communication

We view behaviour as communication of stress, unmet needs, or dysregulation, responding with curiosity and compassion, focusing on regulation and connection to support development, learning, and wellbeing.

Job Profile: Therapeutic Mentor

Job Purpose:

To plan and deliver personalised, outcome-focused mentoring sessions for children and young people that promote personal growth and good emotional health and wellbeing. The mentor builds trust-based relationships with mentees, providing guidance to help them navigate challenges, set meaningful goals and make informed, safe decisions. Keeping the mentee's needs at the heart of practice, the mentor maintains professional boundaries and follows safeguarding protocols to ensure a supportive and secure environment.

You will:

- Ensure that safeguarding is at the heart of your practice adhering to Krunch's safeguarding protocols and child protection policies and processes in order to, protect the physical and emotional wellbeing of all participants, employees and visitors.
- Build and maintain positive, trust-based relationships with mentees, creating a safe space for open communication that enables them to be carefully listened to, empowers them to set clear measurable goals, develops key skills and results in impactful personal change.
- Plan, deliver and evaluate personalised, engaging and age-appropriate therapeutic mentoring sessions that align with mentees' needs, improve their emotional health and wellbeing and achieve the personal goals you have agreed on.
- Facilitate personal development, equipping mentees to achieve personal, academic and career goals, whilst also focusing on building their self-confidence, increasing resilience and improving emotional and mental wellbeing.

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You will (cont):

- Deliver topic-based sessions with small groups of children with the aim of increasing their knowledge, safety, healthy relationships and general wellbeing
- Monitor, assess and report on progress through detailed and accurate recordkeeping; this may include using evaluation tools, writing up weekly session notes, giving confidential feedback to professionals, and writing end-of-intervention reports, including case studies and project reports when required. This will demonstrate the impact of your intervention and demonstrate the achievement of the mentee and any ongoing needs and concerns.
- Take a multi-agency approach to your work, collaborating as necessary with educational professionals, social services, families and other partners in appropriate and confidential ways, to support the holistic wellbeing, safeguarding and personal development of mentees.
- Ensure that your service delivery, interactions (internal and external) and personal behaviours are in line with our Krunch UK's Ethos Statement, Krunch West Midlands Therapeutic Framework and Staff Code of Conduct.
- Attend staff meetings, participate in training and professional development opportunities and engage with regular supervision with a designated supervisor to ensure you are an active contributor to our team life and practice safely and ethically.
- Assume additional occasional responsibilities such as providing administrative support or representing Krunch at events to contribute to the organisation's overall success.

You have:

- Relevant qualifications or experience in mentoring, coaching, teaching, counselling, youth work, social care or supporting young people. (A/I)
- A passion to implement Krunch's vision and work within our ethos and therapeutic framework, with a commitment to empowering and equipping young people. (A/I)
- A robust knowledge of safeguarding and child protection to ensure mentees' safety, and wellbeing. (A/I)
- Strong relationship-building skills to create trust-based, safe, non-judgmental, boundaried and supportive environments. (A/I)
- Ability to design and implement engaging mentoring sessions that support young people's emotional wellbeing, ensuring a range of activities are facilitated which are meaningful and tailored to individual needs. (A/I/P)
- Ability to guide and collaborate with children and young people in identifying challenges, overcoming barriers and setting achievable goals. (A/I)
- Resilience and emotional intelligence to handle the pressures of supporting children and young people who may display distressed and upsetting behaviours. (A/I/R)
- Effective teamwork and communication skills and enjoy contributing to the life of a close-knit multi-disciplinary team. (A/I/R)
- Organisational and time management skills, that will ensure you manage your workload efficiently and take initiative which this is appropriate to your role. (A/I)
- A full, valid driving licence or alternative arrangements for unrestricted travel. (A/I)
- Enhanced DBS check required for safeguarding compliance.

How criteria will be assessed

(A) Application form

(I) Interview

(P) Presentation

(R) References



Terms

Hours: 25 hours per week, permanent contract. Please note this role is term time (+ 1 week)

Starting salary: £13.76-£14.43per hour

Location: Based at Krunch, Langley Crescent, Oldbury, West Midlands, B68 8RE

Application closing date: 02/11/2026

Krunch will apply for an enhanced disclosure from the Disclosure and Barring Service prior to confirmation of appointment.

How to apply

To request an application form, or for more information, please contact Jean Knight by email at **jean@krunch.org.uk**.

We do not accept CV's, only completed Krunch application forms.

Applications will be reviewed as received.

For general information on Krunch, please visit our
website: **www.krunch.org.uk**