



Senior Youth & Mentor Facilitator

Job Application pack

Thank you

"We are excited to be in our growth stage at BelEve, with lots of great initiatives and partners to support us in the great work we deliver.

Having an amazing team, who live our values personally and professionally has been the key ingredient in building our team. I am confident that as we grow we will continue to find phenomenal individuals who are committed to empowering the next generation of female leaders.

We are an equal opportunities employer and are particularly keen to receive applications from a wide range of candidates.

Please read on to find out more about the Senior Youth & Mentor Facilitator role and do [get in touch](#) if you'd like to chat things over before applying.

Thank you for your interest in joining our team.

Marsha Powell
CEO

Key Details

As a Senior Youth & Mentor Facilitator, you will play a crucial role in creating safe and engaging environments for young people to learn, grow, and thrive. Your responsibilities include leading BelEve workshops, activities, and discussions that promote skill development, personal growth, and positive social interaction among young people within our community.

Job Title	Senior Youth & Mentor Facilitator
Reporting to:	Programmes Officer
Hours	Full time - 35 hours
Salary	£28k per annum
Contract	Fixed Term Contract until 31 August 2025
Location	London based with possible travel
Closing date	12 noon on Friday 11 October 2024
How to apply	Via our website

Applicants may be required to complete a task in advance of an interview and references will be taken up prior to appointment.

Please note that you must have a visa that allows you to work in the UK for the duration of this contract.

An Introduction to BelEve



About BelEve

BelEve is a UK-based charity founded 10 years ago by 3 sisters after the loss of their mother. BelEve equips girls and young women aged 8-22 with the skills, support, and confidence to find their voice and make informed choices about their future in an inclusive community. With love at the center of everything we do, we are committed to the development, wellness, and social mobility of girls and young women, BelEve advocates and creates a sisterhood culture, contributing to female empowerment and gender equality in the UK.

BelEve creates opportunities to transform girls and young women, with tools and programmes that build self-belief, self-love, and self-confidence and addresses emotional, mental, and physical well-being. We work collaboratively with the community, and we strive to create a legacy for the next generation, to achieve our mission that all girls and young women are empowered to become leaders of their own world.

To date we have impacted over 20,000 young girls and our mission is to impact over 30,000 young girls by 2027.

Our Founders

BelEve was founded by entrepreneur sisters Marsha, Chyloe and Rochelle Powell in 2013. After the sudden death of their mother, they became fully aware of the value of having a positive female role model in their life who instilled the importance of courage and the power of exercising your voice.

The sisters made a choice to use their grief to create a positive organisation which empowers girls to realise their dreams, redefining what it means to be a female leader, with the support of a network of positive role models.

The sisters believe that it is the unity of their sisterhood that has given them the continuous drive to succeed and wanted to create this for all girls.



Marsha Powell
Chief Executive Officer



Chyloe Powell
Chief Finance Director



Rochelle Powell
Programmes Director

What we do

BelEve UK supports young girls and women aged 8-22 to develop skills and gain experiences that improve their life chances and career prospects.

Our main aim is to engender change and bring solutions to issues affecting young women.

We offer a range of programmes to girls and young women

BEAM

Age 8-11

This interactive programme educates, inspires, and empowers girls with new experiences. BelEve UK's aim is to promote well-being, develop leadership and change-making competencies, aid transitions and support girls in reaching their full potential and revealing their influential voice.

Lead Her Ship

Age 12-15

Girls discover their own power to become a leader in their life, explore and connect with their dreams, and find their passion and purpose while becoming confident to lead their own ship and inspire others.

The programme provides new opportunities and experiences to lead a holistic healthy life and supports other girls to gain the same experiences.

BelEve in Her Success

Age 16-22

We partner with corporates to deliver a life-changing impact through our flagship mentoring programmes . The young women gain opportunities to increase their confidence, amplify and reach their full potential. Mentoring has proven to have significant, and at times, life-changing. With the right support to successfully transition from education to higher education, or from education to a career.

It Is That Deep (IITD)

Age 11-22

The It Is That Deep campaign has created a safe space for girls and young women to access practical resources and training against sexual harassment. The campaign exercises young women's voice, and developed over 200 sexual harassment ambassadors, who are changing the narrative for many young women in London.

Our Values

Our values are behind everything we do. They inform our daily work and drive our future plans.

Love

Love is at the centre of everything we do, enabling us to be non-judgemental, open-minded and passionate

Sisterhood

Creating and developing spaces to support & build a community through sisterhood

Opportunity

Providing equal opportunities to allow young girls to discover their full potential

Transformation

Encouraging a transformational journey that allows girls to push past their limits and embrace new experiences

Collaboration

Sharing ideas and co-creating in a collaborative manner with those on a similar mission to reach a shared goal

Legacy

All young girls and women need to be empowered to become leaders of their own world



Our Future

2023 is an exciting year for us as we continue to progress our new strategy. We are committed to our values and priorities with the intent to focus over the coming five-year period on enriching, deepening and expanding our current programme areas whilst developing our organisational effectiveness and sustainability to ensure our long-term success.

Infrastructure and capacity building will remain a key priority with safer recruitment and safeguarding enabling growth in delivering safe interactive spaces for all girls and young women. We are committed to continuous improvement in order to ensure our work continues to make a lasting impact on girl and young women's futures.

BelEve delivers its work through five programmes. These will continue to be the flagship thematic areas for the charity throughout the coming five years.

With the pandemic just behind us and the current cost-of-living crisis, we acknowledge the setbacks to progress in women's rights. BelEve will ensure that it meets the needs of girls and young women whilst addressing their individual intersectionality.

The transformational stories of our girls and young women will continue to inform our monitoring and evaluation strategy to ensure that our programmes continue to meet the needs of our girls and young women.

We have developed a 5-year strategy that is ambitious – and also realistic, with 4 key goals underpinning our plan:

1. A sustainable charity with a defined sector position
2. Deliver greater impact for girls and young women
3. Influence and transform girls and young women's lives
4. Stronger and deeper partnerships and collaborations



Role Overview

Outcomes and person specification

As a Senior Youth & Mentor Facilitator, you will play a crucial role in creating safe and engaging environments for young people to learn, grow, and thrive. Your responsibilities include leading BelEve workshops, activities, and discussions that promote skill development, personal growth, and positive social interaction among young people within our community.

Reporting into the Programme Officer you will serve as a mentor and role model, offering guidance, support, and encouragement to help young people navigate challenges and reach their full potential. You will also be a key connector between the Programme Director / Programme Officer and the rest of the Youth & Mentor Facilitation team. Additionally, you will collaborate with colleagues, community partners, and stakeholders to design and implement effective programmes that address the unique needs and interests of the youth demographic.

Through your passion for youth development and commitment to empowerment, you will make a meaningful impact on the lives of the next generation.

This challenging but rewarding role has great opportunities to make a difference and develop personally and professionally.

This role will be based in London and may require attendance at training events and meetings in the evening and on weekends.

Summary of Responsibilities

Your responsibilities will include:

1. Facilitate BelEve Programmes

Lead or assist in leading various programmes, workshops, or activities designed for the young people with our community. These could include educational sessions, recreational activities, skill-building workshops, or support groups.

2 Ensure consistent, quality delivery

Monitor and evaluate the effectiveness and quality of sessions delivered by Youth & Mentor Facilitators, providing recommendations for additional training or areas of improvement to the Programme Officer. Support Youth & Mentor Facilitators by providing informal support, offering advice and creating a culture of excellence.

Engaging Youth Participants

Create a welcoming and inclusive environment where young people feel comfortable expressing themselves and participating actively. Encourage engagement, participation, and collaboration among youth participants.

3. Providing Guidance and Support

Offer guidance and support to youth participants, both individually and in groups. Listen to their concerns, offer advice, and provide resources or referrals as needed.

Able to foster a safe, inclusive, and supportive environment where girls feel empowered to express themselves and build positive relationships.

4. Mentoring

Keen advocate in mentoring youth participants. Build positive relationships with youth participants, providing guidance, support, and advocacy.

5. Developing BelEve Programme Content

Collaborate with other staff members to develop programme content and curriculum that aligns with the needs and interests of the youth demographic. Adapt materials and activities to suit different age groups and learning styles.

6. Implementing BelEve Safeguarding Policy

Enforce and implement Safeguarding across all BelEve programmes to ensure the safety and well-being of all participants. Address any behavioural issues or conflicts that arise in a fair and respectful manner.

7. Building Relationships

Establish positive relationships with the young people within our community, their families, and the wider community. Foster trust and rapport to create a supportive network for young people.

8. Report & Evaluation of BelEve Programmes

Assess the impact and effectiveness of our programmes through participant feedback, observation, and evaluation metrics. Use this information to make improvements and adjustments as necessary.

9. Collaborating with Stakeholders

Work closely with other youth workers, volunteers, partner organisations, schools, and community leaders to coordinate activities and resources for youth development.

10. Maintaining Records

Maintain clear & concise session notes, keep accurate records of programme attendance, participant demographics, and any incidents or concerns that arise. Ensure compliance with relevant regulations and reporting requirements.

11. Professional Development

Stay informed about best practices, trends, and developments in youth work and related fields. Seek out opportunities for professional development and training to enhance skills and knowledge.

12. Advocacy

Support and advocate for the needs and rights of young people within BelEve and the broader community. Raise awareness about issues affecting youth and work towards positive change.

13. Administrative Tasks

Perform administrative duties such as impact studies, end of programme reports as needed to support the smooth operation of our programmes.

General:

- Participate proactively in weekly team meetings and other meetings as required.
- Be an ambassador of BelEve at all times.
- Undertake any other duties and reasonable requests that are in keeping with the nature of this post and flag any issues of capacity as soon as they arrive.

Person Specification

Essential

- You will have a Youth work qualification or previous experience in a similar field, specifically providing interventions, mentoring and support for young girls. Ideally, this would be supplemented with experience in personal development, leadership or education.
- Strong facilitation and communication skills, with the ability to engage and connect with young girls effectively.
- You will be passionate about gender equality and driving for young girls' rights.
- Empathy, patience, and a genuine interest in supporting the growth and well-being of others.
- Ability to work collaboratively within a team environment and adapt to changing needs and priorities.
- Commitment to upholding safeguarding policies and maintaining a safe environment for program participants.
- Reflective and open to feedback, with a commitment to continuous learning and improvement.
- Dedicated to personal integrity and embodying the values of BelEve.
- Must be able to travel and have access to either a car or public transport, which will enable easy travel across the various locations.

Desirable

- Lived experience relevant to the challenges faced by the girls we serve.
- Previous experience in program development, curriculum design, or educational content creation (or similar) would be beneficial.
- Familiarity with community resources and networks that support youth development.
- Additional language skills may be beneficial for engaging with diverse communities.

Equal Opportunities Statement

We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief, and marriage and civil partnerships.

Criminal Record Check

BelEve is committed to safeguarding children, young people, and vulnerable adults. As the role involves regular contact with children and vulnerable young people and their data, the successful candidate will have to undertake an enhanced DBS check and all those invited to interview will be required to complete a self disclosure.

Additionally, if you feel you would require reasonable adjustments in order to carry out the role or attend an interview at BelEve due to a disability, caring responsibilities or any other reason, please give details on the section provided on our application form or get in touch with us to discuss further.