



in the
community
One Club, One Community, One Town

Job Advert – Positive Pathways Mentoring Practitioner

Job Title: Positive Pathways Mentoring Practitioner

Contract type: Permanent, full time (37.5 hours a week)

We are Bolton Wanderers in the Community. One Club, One Community, One Town.

A sport-for-development charity based in Bolton that offers employees the opportunity to deliver life-changing work that makes an impact alongside colleagues who share a mutual passion for improving people's lives. We are looking for passionate and motivated staff who will help us to achieve our vision of 'A Connected Bolton Without Disadvantage'.

Our mission is to use the power of Bolton Wanderers Football Club (BWFC) to inspire, support and deliver positive change. Through intervention, prevention and targeted engagement we create sustainable pathways that transform lives. By working together, we connect people, enabling communities to thrive and succeed.

We continue to be an innovative and forward-thinking charity that works in partnership with local, regional and national organisations to achieve the greatest outcomes for our beneficiaries.

We are looking for a passionate, experienced and engaging mentoring practitioner to join our amazing team working within our Education and Positive Pathways programme area.

The role will deliver across a variety of mentoring projects including:

IThrive Mentoring – working alongside key stakeholders to deliver 1-1 support to young people aged 8-11 years old who have been identified to have Emotional Health and Wellbeing needs, to engage, inspire and support these young people whilst helping them to build confidence, resilience and emotional regulation.

Headstart Project – Headstart is an innovative project that supports Year 6 children through their transition from primary to secondary school, working with year 6 classes, to support young people in their transition. The project aims to revolutionise the way we think, talk and act about mental health, providing an early intervention and prevention service for children to increase resilience and give pupils the necessary tools to thrive. We work with the school to identify those requiring one-to-one support, predominately pupils who are currently accessing Mental Health support services or are at higher risk of needing them. Using a flexible approach, we provide interventions at the earliest opportunity; providing education on coping strategies and self-management with the end goal to reduce the number of individuals and therefore the demand on local CAMHS services which currently have large waiting lists.

Positive Chances Mentoring – Our Positive Chances mentoring project is for 11-16 year-olds and works to support vulnerable and high-risk young people, working with them on a 1-2-1 basis over 15 hours to provide emotional, health and wellbeing support, and provide positive role models.

All mentoring will use a variety of educational tools, positive activities, talking, befriending and youth work principles to engage and inspire young people.

The pay range we are offering for this role is £25,500 - £26,500 on a permanent contract, subject to relevant



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qualifications and experience. This project will be delivered within and alongside various schools and communities across the town, and as such working during some unsociable hours is possible, although not the usual.

The Location: Bolton Wanderers in the Community (BWitC) is based at the Toughsheet Community Stadium, the home of Bolton Wanderers Football Club. Situated in the heart of the North-West, we are commutable from Manchester, Preston and Liverpool with great transport including strong public transport and motorway links. Middlebrook retail park is adjacent to the stadium which offers an abundance of options for lunch and leisure.

Why Should You Apply?

- Work for a forward-thinking, progressive charity that consistently has a positive impact on people's lives.
- Great benefits including two Bolton Wanderers Season Tickets, Health and Pension Package, opportunities for paid overtime, a commitment to CPD opportunities for staff and free staff parking onsite.
- We are committed to ensuring that staff have a strong work life balance. Staff have the ability to blend their approach to home and office working when appropriate, with BWitC priding itself on its flexibility.

For an informal discussion on the role or for more information please call 01204 673790.

Applications close Friday 16th May 2025 at 5pm



Job Description

Responsible to: Education and Positive Pathways Manager

Responsible for: None

Budget Responsibilities: None

Main duties and responsibilities:

- To support and deliver on BWitC mentoring projects, including Positive Chances, Headstart and iThrive mentoring projects.
- To plan and deliver innovative 1-to-1 and small group sessions alongside the aims of our mentoring work, ensuring that KPIs for this aspect of the project are met, working with individuals who are at risk of serious youth violence, suffering from Emotional Health and Wellbeing issues or on the verge of educational disengagement from formal education.
- To work alongside the Education and Positive Pathways team to improve our overall offer to beneficiaries, with a focus on children and young people.
- To have a passion around 1-to-1 mentoring and be willing to collaborate with the Education and Positive Pathways Team around ways in which BWitC can improve their offer.
- To regularly evaluate the success of the projects and provide feedback to ensure continuous improvement in terms of outcomes.
- To adhere to all safeguarding policies and procedures.
- To ensure all participant data is logged into our monitoring and evaluation system 'Salesforce' as well as other monitoring systems utilised by external partners in relation to any associated projects/programmes.
- To be responsible for working within BWitC's Values and Behaviours, ensuring that all work is carried out in line with these Values and Behaviours.
- To be an ambassador of BWitC by supporting us in creating a connected Bolton without disadvantage and offering excellent customer service at all times and upholding the professional image of BWFC and BWitC.
- To represent BWitC at relevant activities/events and to develop networks with other agencies, schools and community groups in Bolton.
- To perform other duties as required, which are considered relevant to the objectives of BWITC.



Person Specification

ESSENTIAL CRITERIA

Qualifications:

- A degree or equivalent experience in education, mentoring, youth work or other appropriate area
- A Levels, NVQs or BTEC or equivalent experience within the industry

Ability and Skills:

- Written and verbal communication skills
- Organisation, planning and record keeping skills
- IT skills and a knowledge of Microsoft Office programmes
- A passion to strive for continual improvement and a commitment to delivering a quality service
- Ability to work both individually and as part of a team
- Ability to prepare and present monitoring reports

Experience

- Experience of coordinating, delivering and evaluating projects, achieving set targets and KPIs
- Experience of planning, writing and delivering 1-to-1 and small group engagements to a variety of young people across a wide age range
- Experience of working with broad range of statutory organisations, schools, external agencies, community and voluntary organisations

Special Attributes

- A passion and enthusiasm for working with disadvantaged young people who are at risk of educational disengagement / known for offending behaviours / suffer from Emotional Health and Wellbeing concerns
- Confidence in planning and delivering engaging sessions to young people (ages 8-18)
- Strong interpersonal skills and the ability to build trusting relationships with the individuals
- Ability to use initiative and work effectively both alone and as part of a team
- Experience of managing own time to allow for busy and quiet periods of delivery
- A passion for innovation, forward-thinking and the ability to visualise programme growth, working alongside the Education and Positive Pathways team to improve our delivery
- An understanding and working knowledge of safeguarding policies and procedures
- Possess a full and clean driving license with access to a suitable vehicle with business insurance cover
- A flexible attitude to working and willing to work evenings and weekends when required
- Commitment to development and willingness to undertake training where necessary
- Commitment to Bolton Wanderers in the Community's vision, mission, values and behaviours
- An understanding of equality, diversity and inclusion policies and practice

DESIRABLE CRITERIA

- Experience of monitoring and evaluation systems such as Salesforce



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- Evidence of advanced knowledge relating to engaging disengaged and struggling groups
- To be able to interpret and analyse data

Bolton Wanderers in the Community is an Equal Opportunities Employer and recognises the importance of safeguarding children and vulnerable adults in our workplace.

This Post will be subject to an enhanced DBS Disclosure and two acceptable references

Additional Benefits

- A supply of BWFC kit
- Mileage allowance
- 2 x BWFC season tickets (subject to passing probation period)
- Access to Health Shield health cash plan (subject to passing probation period)
- Pension contribution matched up to 5% (subject to probation period)

Date prepared: 23/04/2025