



Blackburn Rovers Community Trust

'Inspiring change in **our** community - **together**'

Job Specification

Targeted Youth Mentor

Official charitable arm of Blackburn Rovers Football Club

Ewood Park Stadium, Blackburn, Lancashire, BB2 4JF, United Kingdom
rovers.co.uk | @brfctrust | 01254 508139



Organisation	Blackburn Rovers Community Trust (BRCT)
Position	Targeted Youth Mentor
Salary	£26,000 per annum
Location	Blackburn Rovers Football Club, Ewood Park Stadium, Blackburn, BB2 4JF
Type of Contract	Full time – permanent
Additional Benefits:	• 25 days annual leave + bank holidays • Flexible working location/arrangements (where possible) • Pension scheme • Generous sick pay scheme • An internal staff wellbeing group to support staff welfare • Continuous personal development opportunities • Additional pay for working matchday and community initiatives • Official Blackburn Rovers staff uniform/tracksuit • Access to a multi-faith prayer room • 50% discount on food and drink during the week in Blues Bar, Ewood Park • Complimentary lunch on pay day at Blues Bar • Access to complimentary staff match tickets • Free parking at Ewood Park



“Inspiring change in our community - together”

What we look for:

At Blackburn Rovers Community Trust, we strive to create an environment where each and every employee has the potential for personal growth and where their impact directly drives success on and away from the pitch.

As the official charity of a prestigious professional football club, we are committed to building careers and are always look for people who:

- Think ahead and are not afraid to generate innovative ideas
- Value and respect themselves and others, build relationships, collaborate across the Community Trust and club and prioritise the Community Trust's achievements rather than their own
- Get things done efficiently and effectively, deliver to the highest standards and take responsibility

Life at Blackburn Rovers Community Trust:

Our staff and volunteers are our most important and greatest assets and we provide a vibrant, enjoyable and rewarding work environment.

The Community Trust operates out of two main core sites:

- Ewood Park (Darwen End Stand and the Blackburn Rovers Indoor Centre)
- Our Lady and St John's Catholic College

Supporting the two core sites, we operate from a number of schools, community centres and grassroots settings.

Who we are:

Blackburn Rovers Community Trust (BRCT) is a successful award-winning charity that is continuing to grow as a sustainable dynamic organisation that positively impacts on the local community. We employ over 45 full-time staff and engage with over 40,000 people annually. We are dedicated to providing the best possible services to local people through a variety of programmes which aim to upskill, create opportunities and improve the health of those we serve.





Our Vision, Mission and Values

Given the needs that our charity has identified within the local area, we have formulated a strategy to ensure that these requirements are met by our charity, providing support and opportunities for those who need them the most.

Our Values

We have a dedicated and determined group of staff who are all committed to ensuring that our values are embedded in everyday thinking, from planning to fundraising to delivery. It is essential that all connected with Blackburn Rovers Community Trust share in these values to assist us in achieving our ambitions of:

- Building positive partnerships with like-minded organisations.
- A pro-active style in progressing the impact and quality of our work.
- An open and honest approach to working with all parts of our community.
- To ensure that anyone who wants to engage with the Trust can do so.

Our Vision is to:

Inspire change
Raise aspirations
Invest in futures
Improve health & wellbeing
Provide sports opportunities
Build a more inclusive community

Our Core Values:

Innovation
Creativity
Individuality
Inclusivity
Diversification
Proactivity
Ambition
Determination
Principles
'Family'

Our Pillars:

Encouraging Achievement
Enhancing wellbeing
Fulfilling potential
Success through sport

1.	Job Title	Targeted Youth Mentor
	Salary	£ 26,000 per annum
	Hours of Work	Monday – Friday, between the hours 9am-8pm flexibility will be required dependent on the need of the project (flexible hours and working location considered) You will be expected to work a minimum of 37.5 hours per week, excluding lunch breaks. The role includes evening and weekend hours.
	Location	Blackburn Rovers Football Club, Ewood Park, Blackburn, BB2 4JF.
	Responsible To	Senior Targeted Services Officer and Head of Wellbeing and Targeted Services
	Contractual Status	Full Time – permanent
	Closing Date	TBC
	Interview Date	TBC
2.	Overall purpose of the Job	The Youth Mentor will support young people (under the age of 18) vulnerable to becoming involved with crime and anti-social behaviour. Through the delivery of sessions, workshops and targeted 1-2-1 interventions, this crucial role will work in partnership with local police and improve engagement in Blackburn with Darwen (and the surrounding areas where applicable).
3.	Duties and Responsibilities	This is not a comprehensive list of all the tasks which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken: Work alongside partners such as local secondary schools, Lancashire Constabulary, Blackburn with Darwen Youth Offending Team and others to identify and work with young people involved in, or at risk of involvement in offending behaviour. Build trusted relationships with young people to promote personal development, wellbeing gains and reduce their experience of offending and antisocial behaviour. Maintain/strengthen existing or new professional relationships with stakeholders, developing strong referral pathways. Ensure all necessary participant details are recorded and used to inform risk management. Mentor to provide wrap around support, including signposting to other agencies/services where required. Plan and deliver a range of activities to engage clients and support a positive change in behaviour.

		Share best practice/developments with stakeholders when required to shape and benefit programme delivery. Coordinate the monitoring and evaluation of the project and compile evidence on the progress of individuals to report back to key funders. Provide progress reports where relevant (e.g. internally to senior management and/or Board and externally to funders). Support the delivery of other projects and work with the Trust's Management Team to identify other opportunities and projects where duties may overlap. Be a flexible member of the Blackburn Rovers Community Trust team and when requested, assist in the delivery of other projects and activities including evenings and weekends.
4.	General	To, at all times, represent Blackburn Rovers Football Club and Blackburn Rovers Community Trust in a professional manner regarding dress, presentation, personal hygiene, attitude, conduct and professionalism.
5. Person Specification		
	Essential	Desirable
Knowledge, Experience and Qualifications	Experience of working in partnership with other departments and agencies. Mentoring/ teaching/ youth work qualification. A valid UK driving licence. A willingness to complete training. Experience of working with hard-to-reach young people. Experience of planning engaging activities, e.g. workshops. Experience of working effectively as part of a team and working with minimal supervision. Experience of dealing with difficult situations or conflict. Experience of maintaining strict confidentiality using tact and diplomacy where appropriate. Experience of writing reports.	Experience of using online monitoring and evaluation tools to manage projects/ programmes. Proven track record of effectively implementing new projects. An understanding of Blackburn with Darwen and the issues facing young people in the surrounding geographical areas. Knowledge of local referral agencies, and the ability to engage them in the programme. An awareness and understanding of wider issues such as exploitation, gangs, domestic violence, community violence.

	Extensive knowledge on safeguarding and how to ensure the safety of a young person on programme as well as an understanding of risks they may face.	
Skills	Excellent verbal and written communication skills. Actively demonstrates the promotion of equality and valuing of diversity and helps others to do so. Shows initiative, personal resilience and motivation to deliver a quality service. Upholds legislation, regulations and policy, acting with integrity and is willing to challenge those who may not.	Ability to effectively plan and prioritise workload. Strong IT skills including Microsoft Office and reporting systems. Effective partnership working.
Values	The successful candidate's values must align with those of Blackburn Rovers Community Trust: • Innovation • Creativity • Individuality • Inclusivity • Diversification • Proactivity • Ambition • Determination • Principles • Family	

How to apply:

To apply, please email your application form, equal opportunities form and covering letter to recruitment@brfctrust.co.uk. CVs alone will not be accepted.

Recruitment (recruitment@brfctrust.co.uk)

FAO- Carla Monk – Senior Targeted Services Officer & Fahima Iqbal – Head of Wellbeing and Targeted Services

Blackburn Rovers Community Trust
Ewood Park
Blackburn



BB2 4JF

Please note:

The person appointed to this post will, from day-to-day, have contact with children and vulnerable adults, many of whom are under eleven years of age, and several whom may have moderate learning difficulties and/or disabilities. Therefore, the post holder will require an enhanced Disclosure Barring Service check.

Safeguarding Recruitment:

Blackburn Rovers Community Trust and Blackburn Rovers FC is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expect all staff to share this commitment. The successful applicant will be required to undertake appropriate safeguarding checks as well as providing proof of right to work in the UK. The successful applicant can expect to have their personal information entered on to a Single Central Record and/or the FA's Whole Game system, which will be shared with key football and other sports governing bodies and organisations where applicable.

Equality, Diversity and Inclusion:

As we are a diverse organisation that respects differences in race, disability, gender, gender identity, sexual orientation, faith, background or personal circumstance, we welcome all applications. We want everyone to feel valued and included in the football community and to achieve their full potential. BRCT is opposed to any form of discrimination and commits itself to the redress of any inequalities by taking positive action where appropriate.

The document is a guide only and should not be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of changing needs of the organisation.

You can view Blackburn Rovers Community Trust's 2023 Impact Report by clicking [HERE](#)

