**Care Leaver Business Mentoring Programme**

**Job Description for Mentors**

# Mentoring Project overall aim

To improve the lives of care experienced young people by supporting them to find solutions to the barriers that are impacting on their life chances. This role will compliment the support which Leicestershire Cares offers care experienced young people. Support includes, employment and training, reducing social isolation, increasing stability and having their voices heard.

# Mentoring Project Specific aims

* To improve the mentees awareness and application of transferable professional and personal skills
* To improve the mentees understanding of self-presentation and how to build their network
* To improve the mentees skills and knowledge in managing the challenges of day to day life and building a positive future

# Main role responsibilities

As a ‘critical friend’ Mentors are able to offer guidance, support and form a positive one-to-one relationship with care experienced mentees, who may have experienced limited life chances. Mentors will provide complementary learning, through their own experiences, knowledge and skills. The mentor’s role will provide support to the mentee to enable them to take responsibility for areas of professional and personal growth. The mentor is there to create a supportive, challenging and reflective learning environment.

**Tasks include:**

* To liaise with mentee to identify a safe space in which to meet.
* To build an effective short-term relationship with a mentee
* To plan mentoring sessions with mentee in advance so the mentee can be prepared for session and have things to be discussed.
* To listen to and help mentees to identify and address barriers to their success.
* To offer perspective, drawing on own experience in dealing with life, for example preparing for job interviews, budgeting and planning for the future.
* To work with the mentee and to set and monitor agreed goals.
* To keep a journal of meetings and undertake relevant evaluations

**Time commitment**

* To commit to working with a mentee for the duration of the mentoring agreement (usually up to six months)
* To meet with a mentee approximately two times per month and for approximately one hour per meeting. 12 hours in total

**Support**

* To undertake a short mentoring induction, provided by Leicestershire Cares.
* To participate in at least one supervision session at the midway point with Leicestershire Cares.
* To participate in a end of programme debrief

**Safeguarding and wellbeing**

* To work according to the guidance of the Leicestershire Cares Care Experienced Young People’s Mentoring Programme.
* To establish and maintain appropriate professional boundaries.
* To respect different cultural values and work in a non-discriminatory manner.
* An enhanced DBS check will be carried out on all mentors before they first meet a mentee.

**Mentor specification**

We are looking for mentors who display the following:

* Knowledge and understanding of the issues care experienced young people may face.
* Knowledge and experience of building supportive relationships.
* The skill of being able to question and challenge constructively.
* To work to and respect confidentiality.
* Ability to identify and address barriers to progression.
* Ability to use one’s own perspective professionally.
* Planning and organisational skills.
* Skills in setting goals and record keeping.

**Benefits**

* Make a difference in the life of a young person in your community.
* Learn about yourself, personal growth.
* Improve communication and personal skills
* Develop leadership and management qualities
* Reinforce your own study skills and knowledge of your subject(s)
* Increase your confidence and motivation
* Engage in a volunteering opportunity, valued by employers
* Enhance your CV
* Have fun!