**MCR Pathways**

**Young Hertfordshire Talent**

**Pathways Coordinator based at The Nobel School in Stevenage**

The Nobel School is a well-equipped 21st century school with a large sixth form.

Our focus is on academic excellence and the development of good character. We have an approach that concentrates on good behaviour while we work hard with students who might find this difficult. Through support and challenge, every student can reach their full potential. We are a cohesive and happy community.

It is a very exciting time to be a Nobelian and we look forward to you joining this happy school. We are currently looking to recruit a Pathways Co-ordinator through the following scheme:

MCR Pathways is a transformational secondary school mentoring and talent development programme supporting Children Looked After (including those previously), and other vulnerable young people experiencing disadvantage (for example those with a social worker or on the periphery of the care-system) to realise their full potential through education.

MCR was founded to reverse the education and life-chances outcome gap that exists between Children Looked After and their peers, and to achieve equality of educational outcomes, career opportunities and life chances for all young people. Focused on need, not label. Developed with and by young people over the past 14 years, MCR’s programme dramatically improves educational achievement, wellbeing and post-school destinations.

At its heart, MCR’s model is relationship-based mentoring that has evolved into an integrated programme supporting primary school transition and delivering weekly group work in Years 7 and 8. Young people from Year 9 upwards are carefully matched with a volunteer, trained mentor to meet one-to-one on a weekly basis. Young people also have the opportunity to access an offer of employment, college and university experiences.

MCR young people tell their stories far better than us. Hear them in their own words in these short films of young people who have participated in the programme, reflecting on how mentoring has helped them create better futures for themselves:

[**Their Stories - Mentoring through MCR Pathways**](https://www.youtube.com/watch?v=jiP0ILckR5U&list=PLPrBECU63ET5uZaaMgtFkoipvLP-Fxc01&index=18)

[**Bridges That Transform**](https://www.youtube.com/watch?v=Wr5VPbILuh8&feature=youtu.be)

We currently work with 72 schools across Scotland and are delighted that the Scottish government have recently announced £19.4 million funding to bring the programme to every secondary school in Scotland. These are really exciting times as we are also launching in our first English Local Authority – Hertfordshire - in September and are looking for exceptional Pathways Coordinators to deliver the programme in schools

The role is an exciting and varied one. You will be the key part of our Education & Schools team, supported by our Hertfordshire Programme Manager and Mentor Services, Marketing and Digital teams.

For this role, you’ll need to be relentlessly driven to ensure all care-experienced and disadvantaged young people in your school are supported to find, grow and use their individual talents and that their education, employment choices and life chances outcomes are maximized. You’ll have experience of working with young people, be highly organized and infectiously ambitious for all the young people you work with.

Application closing date: 9am 23 September 2021

Interviews: TBC

Full time – 52 weeks of the year

Start date: ASAP after interview

Salary: H7.1 (£25.481 actual salary pa)

**Please note, this role is subject to an enhanced DBS check and two satisfactory references, one of which must be from your current or most recent employer.**

**Please complete our application form together with a letter of application, which can be found on our website,** [**https://thenobelschool.org/about-the-school/vacancies/**](https://thenobelschool.org/about-the-school/vacancies/) **making clear reference to the points covered within the Person Specification below. Please return the completed form to** [**HR@nobel.herts.sch.uk**](mailto:HR@nobel.herts.sch.uk)

**Pathways Coordinator**

**Job Description**

School-based Pathways Coordinators (PCs) are our most important team members, but first and foremost are a part of their school team and community. Key aspects of the role are:

* Working with Year 6s in feeder primary schools to ensure a comprehensive and smooth transition
* Facilitating weekly Group Work in Year 7 and Year 8
* Being a point of consistent and accessible support for young people
* Supporting mentor induction, training and development
* Matching young people with mentors
* Supporting mentored relationships
* Discussing and agreeing the cohort of young people in programme scope with School Links
* Working in close partnership with employers and widening access colleagues
* Tracking young person progress
* Reporting on programme impact
* Supporting Talent Taster (employment & further/higher education experiences) and regional events.

**Person Specification**

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| --- | --- | --- |
|  | Essential | Desirable |
| Skills & Experience | Experience of working with young people  Competent digital literacy including MS word & excel, social media and other digital platforms  Experience or a knowledge of processes to document and evidence good practice and positive outcomes  Awareness and understanding of the principles of safeguarding and child protection duties | Experience of working with care-experienced or vulnerable young people  Knowledge of using Google Drive, and of creating/using spreadsheets  Experience of facilitating group sessions with young people and/or delivering training/information sessions to adults  Experience of managing and/or positively supporting volunteers |
| Abilities | Ability to present programme information & deliver prepared training sessions to groups  Exceptional ability to build meaningful relationships with young people aged 11-18 years, education colleagues, volunteer mentors and local employers  Ability to work well on own initiative, as part of a team and on a flexible basis in response to young person & organisational need |  |
| Attitude & values | An understanding of the challenges and barriers that care-experienced and/or disadvantaged young people may experience  Young person consistently at the heart of professional values and practice  Positive, solution-focused attitude  Non-judgemental approach  Commitment to lifelong learning and personal development  Role model for Motivation, Commitment & Resilience. |  |
| Qualifications | English & Maths GCSE grade C+ (or equivalent) | Diploma level or above in relevant subject |

MCR Pathways is a SCIO regulated by OSCR, Scottish Charity number SC045816