



DIDCOT MENTORING LEAD

Salary: £29,542-£32,578 (FTE)

Hours: 30-37.5 hours per week

Closing Date: Monday 21st September

Location: Didcot

CANDIDATE PACK
AUGUST -
SEPTEMBER 2026



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WELCOME

Hi,

Thank you for your interest in coming to work for TRAIN!

I have been involved with TRAIN in one capacity or another for over 12 years. What makes TRAIN a special place to work is that we have the ability to work responsively to meet the young people's ever-changing needs. Through the varied work that we deliver, we forge a long-lasting and meaningful rapport with the young people and provide them with many opportunities which they otherwise may not have access to.

This role is integral to supporting young people through the many challenges they may face in their lives through meaningful, relational youth work.

If any of this has sparked your interest, I'd be very happy to hear from you. Please don't worry about having the perfect CV or meeting every single bullet point. If you believe in what we're doing, get in touch.

JUSTINA HODSON
YOUTH WORK MANAGER



ABOUT TRAIN

Section 2

TRAIN'S APPROACH

TRAIN began as a detached youth work charity, and that foundation still shapes who we are. While our programmes have grown and diversified, we remain committed to working with young people who are often under-served. This includes those who may be facing complex challenges, feeling disconnected from school or support services, or struggling to find their place in the community. Our work is built on trust, consistency and respect, ensuring young people feel seen, valued and able to thrive. We're looking for someone who shares this ethos and wants to help drive it forward in all aspects of our youth work.

We deliver youth work at different levels, depending on the needs of the young people we support:

- Youth Clubs and Trips: Our youth clubs provide a safe, welcoming space where any young person can drop in, connect with others, and take part in informal learning and activities. The trips we provide offer an invaluable opportunity for the young people to engage in positive activity.
- Detached Youth Work: We meet young people where they are — in parks, town centres, or wherever they spend their time, building trust and relationships through informal contact.
- Mentoring: For young people who are facing particular challenges, we offer structured one-to-one mentoring and small group work.
- Leadership and Social Action: Young people have the opportunity to have their say in shaping the work that we do ranging from community projects through to holiday planning and having their say upon day to day delivery.

Across all our work, we're a consistent presence in young people's lives, supporting them in school, in the community and wherever they need us.



TRAIN does such incredible work for local young people, providing them with a place to feel safe and supported. I am grateful for everything they do and am proud to stand behind their efforts



**Olly Glover,
MP for Didcot and Wantage**



VISION

Every young person has the opportunities, tools and support to create a positive future.

MISSION

TRAIN supports young people aged 10 to 18 in Didcot and Wallingford, especially those who need extra support, to build skills, confidence and self-worth, strengthen wellbeing and belonging, make informed, healthier choices, and contribute positively to their community through open-access and detached youth work, mentoring, leadership and social action.

“

What I love most about being a youth worker at TRAIN is having the flexibility to respond to young people's needs.

**Georgie Dawson,
Youth Worker, TRAIN**

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VALUES

Honesty & Integrity

We communicate openly and honestly with the young people, communities, and stakeholders we serve.

Quality

We deliver quality youth work, building trust, personal growth, and positive change through respectful, engaging relationships.

Co-operation

We build co-operative relationships with local organisations, public bodies, and the community to give young people the best opportunity to thrive.

Collaboration

We partner with others to deliver more for young people, optimising resources and staying true to our mission.





ABOUT THE ROLE

Section 3

ROLE DESCRIPTION

As Didcot Mentoring Lead, you'll focus on early intervention for young people. You'll have the opportunity to help young people with goal-setting, healthy relationships, emotional regulation, educational engagement and making positive choices.

It will be your responsibility to develop and deliver consistent and nurturing mentoring provisions across all of the secondary schools in Didcot and the primary schools in and around Didcot, providing young people with the much needed 1:1 and group support which you will be able to tailor to their individual needs.

You'll ensure that our mentoring provision continues to evolve and that sessions evolve to meet young people's ever-changing needs. You will build a meaningful rapport with the young people through an approach grounded in the principles of informal education, voluntary engagement and consistency

Building excellent relationships with our schools and stakeholders is a crucial part of this role, utilising and expanding the existing network which is already in place and providing them with reliability, consistency and a high level of professional ability to support their young people who need it most.

You'll be comfortable engaging with young people in our other varied settings as required. Including spending time in the community on outreach and detached, assisting delivery at our open-access youth clubs, holiday programme, trips and more.

It will be part of your role to ensure you create welcoming, inclusive spaces where young people feel seen, heard and supported.

You'll report directly to our Youth Work Manager and help ensure young people remain at the centre of all we do. We're happy to consider applicants wishing to work either four or five days a week.

WHAT WE OFFER

Salary: £29,542 - £32,578 FTE depending on experience.

We welcome applicants who may not feel they meet all the person specification, and we are advertising a salary range to accommodate such applications. This salary range is based on a 37.5-hour week, pro rata for part-time hours.

Contract: Permanent

Contractual Hours: 30-37.5 per week.

Most of our mentoring delivery takes place during the school day. However, we also like all staff to have some involvement in our community provisions, and therefore request at least one later evening worked per week (until 6.30pm).

- **Annual leave:** 25 days plus Bank Holidays
- **Pension:** 3% employer contribution
- **Professional Development:** Tailored programme to suit your experience, ambitions and the requirements of the role.
- **Wellbeing:** Full membership of an employee assistance programme with mental health and wellbeing support. Clinical supervision for our staff team to utilise as required.
- **Culture:** Supportive, collaborative team with regular team meetings and shared learning



KEY RESPONSIBILITIES

- Deliver 1:1 and group mentoring whilst modelling high standards of inclusive, empowering and trauma-informed practice.
 - Forge and maintain excellent professional relationships with all schools in Didcot and TRAIN's stakeholders, including voluntary sector organisations and statutory services. It is crucial that the network which currently exists is built upon and developed further.
 - Hold responsibility for the recruitment, planning, delivery and evaluation of the mentoring provision across all schools in Didcot, ensuring it is young person centred and responds to the needs and aspirations of local young people.
 - Ensure that the mentoring offer is responsive to young people's ever-changing needs, developing with them, and that your practice is well-informed and up to date.
 - Contribute to promoting a culture of equality, diversity and inclusion within the team and across all aspects of youth provision.
 - Create and strengthen opportunities for meaningful youth voice in your mentoring sessions and programmes, ensuring that they are young person centred.
 - Ensure compliance with safeguarding policies in place and report any safeguarding concerns/ disclosures to the Designated Safeguarding Lead.
 - Contribute to our wider youth work offer including youth clubs, detached / outreach, holiday programmes and trips as required.
 - Monitor, evaluate and report on necessary outcomes and performance indicators in line with funder and organisational requirements.
 - Ensure delivery is compliant with TRAIN's policies and procedures.
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- There may be an opportunity for this role to grow and develop further so that you are able to contribute to the recruitment, training and oversight of a mentoring team. You'll play a vital role in their induction into their roles and ensuring that their practice meets the needs of the young people in a meaningful way.

“TRAIN is a shining light of youth work in Oxfordshire. The variety of services, the passionate and well equipped team and the position as a traditional but forward thinking youth work service are a real asset for the young people in Didcot and surrounding areas.

**David Cruchley,
Oxfordshire Youth**





ABOUT YOU

PERSON SPECIFICATION

Values and Personal Qualities (Essential)

- Committed to TRAIN's mission, vision and values
- Passionate about seeing under-served young people thrive and fulfil their potential
- A collaborative team member, willing to support others and share learning
- Commitment to personal development and reflective practice

Skills and Abilities (Essential)

- The ability to build rapport with young people, colleagues and partners
- Confident in delivering mentoring in both a 1:1 and group capacity
- Organised and self-motivated, able to manage priorities in a busy environment
- Able to manage conflict and respond effectively to challenging behaviour
- Full UK Driving Licence and access to your own vehicle

Experience and Knowledge (Essential)

- Safeguarding training and experience
- Experience of working directly with young people, particularly those facing disadvantage or marginalisation
- Knowledge of psycho-educational concepts and frameworks

Qualifications and Compliance (Essential)

- Satisfactory Enhanced DBS check (required prior to starting)
- Willing to work some ad-hoc flexible work

Other attributes (Desirable)

- Recognised psychology, mentoring, youth work qualification or other evidence of continuous professional development
- Experience of working in school settings or in partnership with education professionals
- Experience in mentoring programme recruitment, programme design, delivery and evaluation
- Confident in delivering open-access youth work
- Trained in positive handling and de-escalation techniques
- First aid qualification
- Understanding of health and safety and risk management in both school and youth work settings



WHAT NEXT

Section 5

HOW TO APPLY

To apply for the Didcot Mentoring Lead role at TRAIN, please send us:

- Your CV
- A covering letter telling us why you're interested in the role and how your experience matches the person specification (max 600 words).

Please email your application to justina@trainyouth.org.uk with the subject line: Didcot Mentoring Lead.

If you're thinking about applying but have questions or want to chat about the role, please feel free to get in touch. You can contact Justina Hodson:

- justina@trainyouth.org.uk
- 07458306358

Recruitment Timeline:

Applications Open

Monday 31st August

Applications Close:

Monday 21st September (midnight)

Shortlisted candidates notified:

Tuesday 22nd September

Interviews:

Tuesday 29th September



Safer Recruitment

TRAIN follows safer recruitment practice, we're committed to safeguarding and promoting the welfare of young people, and this appointment is subject to relevant background checks, including enhanced DBS check and satisfactory references

A note on using AI

It's 2026, and most job applications are being written with the help of AI. While AI can be useful, it often strips out personality and replaces it with clichés and generic tropes. And that doesn't help us get to know you.

We ask for a cover letter because we want to understand your passion, your motivation, and your experience. So by all means, use AI to help shape your thoughts, just don't let it do all the talking. We'd rather read something honest, personal and rough around the edges than something polished but impersonal. A cover letter with your voice, even with a few typos, will probably score higher than one that reads like it came from a bot!

Equal Opportunities

TRAIN is committed to building a diverse and inclusive team. We actively encourage applications from people of all backgrounds, including those underrepresented in the youth work sector. We welcome diversity in age, ethnicity, faith, disability, sexual orientation, gender identity, and lived experience. If there are any adjustments we can make to support your application or interview process, please let us know.



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