

Belief

Courage

Growth



# BEHAVIOUR & RESILIENCE MENTOR Role

## Job Description



“ Education is not the answer to the question. Education is the means to the answer to all questions... ”

-William Allin



# Role Overview

Contract Length: **Permanent**

Hours per week: **37.5 hours per week (with an additional expectation of a maximum of an hours commute each way to allocated schools)**

Hours of work: **8am-4pm Monday to Friday**

Weeks of Work: **40 weeks per year**  
12 weeks are given for school holidays, which fall within the school holidays of the school a Mentor is based in. These could vary dependent on local authority of placement schools. No work is required within school holiday dates, with exception of some training and personal development

Start Date: **Rolling Recruitment (please see website)**  
We operate rolling recruitment for this role, with entry points being the start of each academic term (January, April and September) of each year. Your application will be considered for the next upcoming entry point, unless you state otherwise on your application that you would like to be considered for a later entry point.

Salary: **£22,500 - £27,000 actual salary (£26,168 - £31,402 FTE salary)**  
See salary progression table at end of document for information.

Location: **Various (please see website)**  
We currently have a number of job openings in various locations of the UK, which are specified on our website. Mentors are expected to travel up to 60 minutes travel from home address to school locations. It is therefore essential that applicants have access to their own transport.

Our Behaviour & Resilience Mentors are responsible for developing and delivering our comprehensive and structured social and emotional resilience curriculum in both 1:1 and group settings, to pupils in both primary and secondary schools, to address issues that are preventing the pupils from achieving their full potential and support the process of successfully reintegrating them back into education. They work closely with both the Think for the Future team and the school to develop and tailor the programme and ensure they are creating data driven impact for the pupils.



# Think for the Future

## BE PART OF SOMETHING EXCITING...



Think for the Future's mission is to engage, educate and empower young people to have social and emotional resilience, independence and control in order to achieve their potential. We work predominantly in secondary school settings, providing young people with the social and emotional resilience they may need to help them overcome barriers they may face in their education or their lives.

The pupils we work with are often disengaged from education, close to exclusion or have low aspirations and, at Think for the Future, we offer the opportunity for them to strive and succeed in both their academic and non-academic outcomes, through improvements in resilience, aspirations and behaviour. To access and impact these pupils, we employ relatable individuals who are able to create strong and lasting rapport with these young people and confidently deliver a comprehensive curriculum covering a vast range of topics, from anger and outburst control, to motivation and will-power.

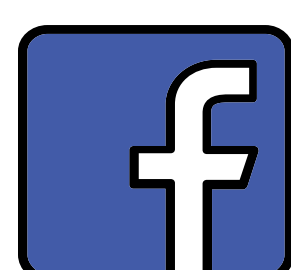
"Education is the key to unlocking the world, a passport to freedom"

### Working at Think for the Future

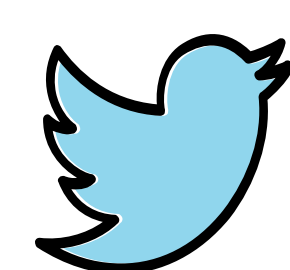
Think for the Future is a dynamic and innovative social enterprise who are committed to their schools, young people and their staff. Working at Think for the Future, you'll belong to a close-knit and supportive team who will invest heavily in your personal development, welfare and performance to facilitate you in being able to have maximum positive impact with the young people you'll be working with. We provide a thorough induction training course for all new staff along with continued access to CDP and access to regular coaching and counselling by industry leading specialists. It's a very exciting time to be joining Think for the Future as we grow into new areas and new schools and grow an even stronger team of Behaviour & Resilience Mentors to deliver their brilliant work.



[www.thinkforthefuture.co.uk](http://www.thinkforthefuture.co.uk)



@TFTFuture



@TFTFuture

## Behaviour & Resilience Mentors

As a Behaviour & Resilience Mentor you'll be directly and positively impacting the lives of young people.

Our Behaviour & Resilience Mentors are responsible for developing and delivering our comprehensive and structured social and emotional resilience curriculum in group mentoring sessions, to groups of up to 15 pupils in predominantly secondary school settings. Our mentors address issues that are preventing the pupils from achieving their full potential. Placed in up to 5 schools, our Behaviour and Resilience mentors see their mentees each week and work closely with both the Think for the Future team and the schools they're placed in to develop and tailor the programme and ensure they are creating data driven impact for the pupils they're working with.

The main objectives and responsibilities of the role are to:

- Develop and deliver the Behaviour & Resilience Mentoring programme in your designated schools
- Work one-to-one, or in small groups with designated pupils with the aim of reducing poor school behaviour, creating long term positive attitude changes and develop pupils' life skills and aspirations
- Ensure the content and delivery of the mentoring sessions is tailored to the needs of the pupils
- Aim to decrease the number of negative behaviour incidents of the pupils you are working with by integrating the use of our advanced data system into daily practice
- Manage key relationships with schools and staff
- Work closely with the team of Behaviour & Resilience Mentors at Think for the Future to share good practice
- Work closely with the Mentor Manager to regularly assess and develop your skills

Progression and development opportunities

At TFTF, we understand importance of providing progression and development opportunities. Behaviour & Resilience Mentors have several opportunities for progression, in their salary growth, skills growth and role growth within the role. We operate a strong appraisal and 1:1 process whereby Mentors are able to continually focus on their own personal and professional development opportunities and assess their motivations within the role and future career goals within the organisation. There are also multiple opportunities for ongoing personal and professional development through our in-house and external training programmes.



My role is fantastic, not only are you helping and supporting young people in their development but you share their impressive journey that they go on... this job is so rewarding not only for young people but yourself!



*Laura, TFTF Behaviour & Resilience Mentor*

# Ideal Candidate Profile

## Safeguarding

Think for the Future is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. We adopt a rigorous Safer Recruitment Policy which is followed for every appointment. Therefore, successful appointment to this role will be subject to:

- Declaration of any convictions, cautions or reprimands which you have incurred
- An Enhanced DBS Check
- Two Satisfactory References
- Proof of Eligibility to work in the UK

### ESSENTIAL

### DESIRABLE

- Experience having worked with young people, especially challenging young people
- Passion and talent for working with young people
- Ability to connect and relate to young people
- Positive attitude and high energy when approaching your work
- Ability to manage change and to adapt to unexpected demands and resilience to working in challenging environments
- Full commitment to the role and to helping the company achieve its objectives
- Ability to assess priorities and manage competing deadlines both independently and as a member of a team
- Outstanding interpersonal and communication skills
- Ability to work with a diverse range of individuals
- Written skills – proven ability to use clear, concise language specific for the purpose and audience
- Admin skills – an ability to complete admin requirements to a high standard including the use of Microsoft Office
- Willingness to travel up to 60 minutes to programme locations and access to your own mode of transport

- Related teaching or mentoring qualifications
- Knowledge of relevant policies including safeguarding, health and safety, data protection, etc.
- Experience of working in the school environment

## Ideal Candidate Profile

The Behaviour & Resilience Mentor role is an exceptional opportunity for those who are not just seeking a job but are driven by the mission of transforming the lives of young people across UK schools. Ideal candidates are vibrant, energetic, and deeply committed to influencing positive behavioural changes, fostering resilience, and nurturing the overall engagement of pupils. This role is designed for proactive individuals who thrive in dynamic classroom environments, who can independently manage and inspire a groups of pupils.

While previous experience in a similar role is not required, candidates with a background in engaging with young people—be it through teaching, sports coaching, youth work, or residential care—are highly desirable.



This position offers a unique chance to harness and grow these valuable skills, making it particularly attractive to those with a history in education, sports, or community youth projects.

The role also provides a well-balanced professional lifestyle. With 12 weeks of holiday per year and a workday structured from 8 am to 4 pm without the requirement of extra hours, it ensures that your dedication to the role is balanced with personal time. This role set up is not just a career; it's a lifestyle choice, offering the perfect blend of professional fulfilment and personal well-being.



If you are passionate about making a tangible difference, possess a zest for nurturing future generations, and are looking for a role that respects your work-life balance, the Behaviour & Resilience Mentor position could be your ideal next step. Join us in our mission to shape brighter futures and witness the profound impact your guidance and mentorship can have on the lives of pupils across the UK.

## Behaviour & Resilience Mentor Salary Progression

Below shows the actual and full time equivalent (FTE) salaries for the Behaviour & Resilience Mentor role at Think for the Future. Progression through pay scales is based on time in the organisation and performance in the role.



Team Leader Roles  
+£2,000 to actual salary

### TFTF Progression

Every person has their personal TFTF Progression plan that is reviewed multiple times per year looking at salary, skill, role and school placement progression!

### Mileage Policy

Think for the Future pays for any mileage travelled above 130 miles per week at a rate of 0.28p per mile.

### Sickness Policy

We operate an accrual based sickness leave policy whereby you begin employment with zero sick days. If you are to have no days of absence in one academic term you accrue a sick day. This is the case for every academic term thereafter up to a maximum of three paid sick days being accrued over three academic terms. Once an absence day is taken, you are unable to accrue an absence day for that academic term and also lose one of your accrued absence days.

### Holidays

During a full academic year a Mentor receives a paid holiday entitlement of 7 working weeks inclusive of public/bank holidays. You will be required to take all your holiday entitlement outside of term dates and the exact dates of your holidays will be dictated by the schools you're placed in. The employee will be entitled to an extra amount of paid leave over the summer break to match the dates of the summer holidays of the schools allocated to, if the employee remains employed with Think for The Future into the following academic year (as a bonus type scheme). Therefore, this equates to a total of 12 weeks across a full academic year.



## Additional Perks of Working at Think for the Future



**Comprehensive Induction Training:** We provide a dynamic 3-week Induction Training for all new staff, during which we not only introduce you to our curriculum and give you all the tricks and tools you'll need to deliver it, but we also host a range of exciting team building events and socials.

**Continued Professional Development:** Our training doesn't just stop after your induction, we provide ongoing high quality training and CPD as well as giving you access to £100 of funding per academic year to be able to access your own CPD opportunities.



**Vitality Health Insurance:** Access top-quality healthcare with Vitality Health Insurance, made affordable through a salary sacrifice scheme. Enjoy premium healthcare support at a lower cost, ensuring your well-being is covered without stretching your budget. With Vitality, superior health support is just part of the package.

**Health Assured EAP:** We know that life can throw us curved balls sometimes and it's hard to know where to turn. Our partners at Health Assured offer 24/7 confidential support from experienced therapists and advisors for just about any issue you can think of. From family issues, financial information and legal information to childcare support, consumer issues and bereavement counselling. If you have a problem, they're there to help you solve it.



**Positive & Supportive Team Culture:** At Think for the Future, we pride ourselves on our positive and supportive team culture, with a dedicated team of Line Managers who support our Behaviour & Resilience Mentors at every turn. We invest heavily in our staff to ensure that they are able to positively impact the pupils they work with and, most importantly, are happy whilst doing it!

## How to apply:

To apply for this role please complete the application form that can be found at our website: [www.thinkforthefuture.co.uk/jobs](http://www.thinkforthefuture.co.uk/jobs)

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