Job Pack

Foyer Youth Housing – Development Coach

About Aberdeen Foyer

Aberdeen Foyer wants everyone to have a safe, decent place to call home and have access to resources to thrive. We are on a mission to end poverty and prevent youth homelessness across Northeast Scotland by working alongside young people and adults supporting them to discover their potential, overcome challenges, and shape their own positive futures.

We offer a variety of carefully integrated programmes and services which combine to provide wraparound support for people around 5 key areas:

- **Youth Housing** - providing young people who are homeless or at risk a safe place to stay
- **Employability** - supporting people who are unemployed and/or underemployed to learn new skills and move into work
- **Learning** - engaging people through education and learning opportunities
- **Health** - supporting positive mental health and wellbeing
- **Community** – working in and with local communities

Our Values
At The Foyer we value seeing the person and their potential, building trusting relationships based on honesty, compassion, and respect. We value curiosity and a drive to learn as well as commitment to go the extra mile and never give up.

About Foyer Youth Housing

Every young person needs a safe place to call home and the time to develop skills that enable them to live independently. As a foyer, we adopt an Advantaged Thinking lens to supporting young people ensuring they have access to safe, affordable accommodation and a space to learn the skills and nurture the connections to opportunities needed to help them thrive.

About the Role

The role involves managing a caseload of young people aged between 16 and 25 who have recently experienced or been at risk of homelessness. You will support young people on an outreach basis to manage their tenancy, live independently and access the resources they need to thrive in their local community. The role will be located predominantly around Inverurie and surrounding areas so you will need to hold a clean driving license and have access to your own vehicle. While you will have the support of colleagues in the Housing team and across the wider Foyer via Microsoft Teams, this role is not office based and predominately involves lone working in young people's homes.

The job is varied and calls for good organisational skills and flexibility. On an average day you could be supporting someone navigate their benefits, set up a bank account, handle their mental health needs, supporting development of practical skills – shopping, cleaning, managing bills, to attending a team meeting. Knowledge of local community resources will be essential to the role and can be built up as you develop into the role.

The role involves getting alongside each young person supporting them to work through any immediate and/or ongoing challenges they are facing such as mental wellbeing, substance use, relationships. Using culturally appropriate language adapted to their interests and aspirations, the role should enable each young person to feel comfortable and safe being themselves, find what they are good at and how to articulate this ensuring they feel in control of decisions that affect them and have their voice heard.

You will be responsible for working as part of a team to support each young person to think about their future and how they will get there, working with them to co-create their Plan over several sessions, using practical youth centred approaches and tools, usually working one to one, taking time to listen and build trust and connection. You need to be able to motivate young

people supporting them to access opportunities and achieve their ambitions around employment, training, education, and volunteering.

You will work with each young person to regularly review their support and assist them to identify and coordinate changes or additional activities that can enable them to achieve their goals. This includes developing their tenancy management skills and awareness of their tenant rights and responsibilities often working closely with e.g. DWP and Aberdeenshire Council, to maximise income, arrange housing benefit and develop budgeting skills.

Benefits of Working at the Foyer

We offer 20 days annual leave plus 12 public holidays rising to a cumulative 37 days with continued service and a contributary company pension. Where possible we offer flexible working and family friendly practices.

We are very proud to be both a Living Wage and a Disability Confident accredited employer. We value our employee's wellbeing and offer a Cycle to Work scheme, a monthly Wellbeing Hour and a confidential Employee Assistance Programme which is open to employees and their friends and family.

We value curiosity and all posts have access to structured induction and ongoing training and learning opportunities that can support continuous professional development. Where appropriate mentoring, peer support network and coaching may also be available.

Recruitment Process

Our people are our greatest assets. #TeamFoyer provide a safe space for our employees, where everyone can be themselves and feel comfortable bringing their whole self to work.

The Foyer embraces and celebrates diversity and equal opportunity for all. We want to find the best people for the job, ensuring inclusion, diversity and difference is always at the very heart of what we do. We recognise the value a diverse workforce brings to the way we work and the difference we make to the people we support. We are committed to promoting the human rights and dignity of each human being, including equality of opportunity inclusive of sexual orientation, gender or transgender identity, race, colour, age, national origin, disability, religion or belief and socio-economic status, protected veteran status, or other characteristics in accordance with the relevant governing laws.

For those who are suitably qualified, and care experienced, we offer guaranteed interviews. This role is subject to holding appropriate PVG Registration and will require a disclosure check which we will arrange with you if successful.

Application Closing Date: **Sunday 15 November 2026**

Please submit your CV and Covering letter to
recruitment@aberdeenfoyer.com

To discuss the role in more detail, please contact **Naria Elrick, Team Leader** by emailing her at
nariae@aberdeenfoyer.com