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**REMEDI JOB PROFILE: MENTOR**

***Pathways Support Worker: 35 hours (Cumbria)***

**PROFILE**Pathways is an exciting project with the goal of reducing reoffending in Cumbria. You will be providing intensive mentoring support for adults who have committed an offence. A person going through the Pathways project can expect support, structure and to be held accountable for their actions. The service works in close partnership with the Cumbria Police and the Police and Crime Commissioner.

We are looking for people who are passionate about helping people and want to work in a job where they can make a tangible difference to someone's life.

The Mentoring and interventions offered made by our Pathway support workers will take a holistic approach and may include both emotional and practical support, with a focus on;

* resolving accommodation issues and family relationship issues
* supporting and encouraging individuals to form/engage in healthy relationships/friendships with family members and peers
* supporting individuals to access Education, Training, and Employment and relevant health care, i.e. drug/alcohol, mental and physical health support.
* supporting individuals to engage with the Police disposal conditions set
* supporting individuals to successfully undertake and complete various programmes you will be trained to deliver to groups and/or on a one; one basis.

You will need to work closely with Police Officers and other partners across Cumbria and may include attending multiagency panel meetings on a regular basis to discuss cases and make appropriate referrals to other agencies to support and encourage individuals you are working with.

You will be responsible for undertaking an initial assessment to identify the needs of the individual and the outcomes they would like to achieve. Then jointly develop a bespoke support plan WITH the individual and agree actions and review timescales.

Pathways workers will provide intensive intervention support for a defined period of time and will need to be flexible, persistent and responsive to support individuals to make positive choices and reduce the risks associated with future reoffending.

The skills and qualities you will need to do the job well are:

**Communication** - Good communication skills with people is a must as is the ability to communicate in a clear, timely fashion (verbally and in writing) with various professionals, including statutory and non-statutory organisations, you must be able to form and maintain these relationships. Being able to listen and respond to what is being said so that the individuals feel supported and valued is an essential part of this role.

**Flexibility-** Working with vulnerable people who have offended, requires a flexible approach to ensure they are seen at times and in locations convenient to them; this can involve working on evenings and weekends. In return, we don’t expect you to work a rigid 9-5 Monday-Friday working week. You will be expected to manage your diary effectively and be prepared to also travel across Cumbria to facilitate the work and support offered by the position.

**Motivation-** Therole is very rewarding and can make a significant difference to someone’s life. It is a vital part of the role to work in close partnership with other agencies, which means you may be out and about a lot. It is not the type of job where you are going to be sat at a desk all day with your manager next door. You will have to work from your own initiative and make judgements that take into account the needs of the people you are working with, your own workload and the specific contract requirements.

**IT Capable-** We want pathways workers to spend the majority of their time working with people. There is however a responsibility to record information accurately and promptly. As a result, it is essential that you are proficient in using:

* Email
* Electronic calendar
* Word
* PowerPoint – You will be expected to deliver presentations to small groups of Offenders.
* Excel
* You will also be trained to use Police IT management systems that you will be expected to update on a regular basis.
* Teams/Whatsapp

**Safety-** We want you to work safely in all aspects of the role- health and safety, safeguarding for all concerned, data protection, risk assessment etc. Full training will be provided in all of these aspects and we will be looking for someone committed to achieving high standards in regard to all of these issues.

**WHAT TO EXPECT**

The role is based across Cumbria, so expect to travel. You will need to be able to drive and have access to your own vehicle.

You will be working- in peoples’ homes, in Probation/Police premises, and in local community venues. Full training will be provided to build your awareness and confidence in each of these settings.

We strive to create balance between working from home and working collaboratively with colleagues.

You will have a line manager who you will meet individually at least once a month and they will also be available during the week to provide support and guidance.

We will provide:

* Full training
* A laptop and mobile phone
* Line management support and guidance
* The role requires a Police Vetting – Level 2
* 35 hrs per week
* Starting salary £21,091 rising to £23,338 at the end of Year 2 in role
* 6% employer pension contribution
* 25 days leave per annum plus bank holidays