



Application Pack

Employer Engagement Lead



Dear Applicant,

Re: Employer Engagement Lead

Thank you for your interest in working for The Junction. The Junction is a respected charity working to make a difference to the lives of children young people and their families. We are proud of our reputation and believe that all of our workers are key to establishing positive relationships, building trust, self-belief, a sense of family and belonging.

Our work in supporting local children, young people and families who are experiencing poverty is growing, both in terms of need, child poverty affects over 42% of children in Middlesbrough affecting both childhood experiences and long-term outcomes. We firmly believe it does not need to be this way. Thanks to funding from the National Lottery Community fund, we have gained the resource needed to support families experiencing poverty in both their short-term needs and through person centred support, long term change. This is a partnership project delivered under the Middlesbrough Youth Mutual which is an alliance harnessing the collective power of diverse organisations to combat child poverty. By combining safe spaces, skills training, mentorship, mental health support, and employment pathways, we will empower young people and families to overcome adversity, break cycles of deprivation, and build brighter futures

You do not need to have worked in this specific field before, but the right candidate will have experience of engaging with local businesses to create opportunities and mentorships into their organisations so that volunteering/work experience and job roles become more accessible for young people experiencing poverty, who due to disadvantage, would find it challenging to access and sustain the role independent of support, the focus to create meaningful change for young people and work in a way that is commensurate with The Junction's values.

When writing your application please ensure you address the person specification provided. If you would like to discuss the requirements of the post or have any questions about the role please contact Lisa Chapman on 01642 756000 or via email at lisa.chapman@thejunctionfoundation.com

To apply

Please visit <https://thejunctionfoundation.com> to download an application pack. Completed packs to be email to recruitment@thejunctionfoundation.com or post to The Junction, Westfield Farm, The Green, Dormanstown, Redcar, TS10 5NA

We do not accept CV's full pack to be completed.

Closing date: Monday 26th May 2025

only successful applicants will be contacted.

Interviews: Thursday 5th June 2025

The Junction is an inclusive employer and encourages applications from individuals with from a wide range of backgrounds and abilities. As a disability confident employer if you require any reasonable adjustments within the recruitment process, please let us know.

The Junction is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. As such an enhanced Disclosure and Barring Service (DBS) disclosure will be sought along with other relevant checks deemed appropriate.

Yours faithfully,

Beth Major
Chief Executive Officer

Why work for The Junction?

Pension

We contribute 5% of your equivalent salary into your pension scheme for all eligible posts.

Staff Wellbeing Programme

Our staff Wellbeing Programme, provided through Simply health, provides money back on health-related treatments such as optician costs, dentist fees, physiotherapy and alternative therapies, so you aren't left to foot the bill.

Counselling Helpline

We provide access to 24hr Counselling Helpline support so you are never left to struggle if life becomes tough.

Counselling Face-to-Face

In addition to the helpline we provide access to 6 sessions of face to face counselling

Generous Holidays

Our generous holiday entitlement of 6 weeks per year plus bank holidays means you can balance your work and home life commitments.

Loyalty Holiday Bonus

We reward loyalty by offering colleagues 1 extra days holiday for every completed holiday year up to a maximum of 5 additional days. Increasing holiday entitlement to 7 weeks per year plus bank holidays for 5 completed holiday years.

Staff Development

We have a history of growing our own talent and we develop and support staff to expand their knowledge and take opportunities that become available.

Making a Difference

By being part of an extra ordinary team we work together to help transform the lives of local children, young people and families.

Within The Junction

There are a range of services within The Junction all working towards shared goals and all focused on making a difference to the lives of children, young people and their families, including:

- Youth Employment Services
- Young Carers' Services
- Youth Services
- Children and Young People's Emotional Wellbeing and Mental Health Services
- Children and Young People's Specialist Transport Services

We pride ourselves on being able to provide multiple specialist services 'under one roof' with each service interacting together to provide the best possible seamless service to children and young people. We employ multi-disciplinary teams of professionals with backgrounds in psychology, social work, counselling, youth work and youth unemployment as well as other qualified and experienced practitioners who:

- Understand the issues facing children and young people
- Have the skills to effectively support them
- Can deliver outcome focused interventions

We have developed a unique service delivery model to ensure that clients are able to access a service that supports their individual needs. However, the ethos of The Junction ensures our services do not work in silos, although we recognise the need for service identities and separate lines of accountability to stakeholders.

All of our services are person-centred, outcome-focused and outcome-driven with an increased need to evidence the impact our services have on children, young people and their families.

Job Description

Job Title:	Employer Engagement Lead
Salary:	£28,704 per annum
Hours:	37.5 Hours per week
Responsible to:	Youth Employment, Education & Skills Coordinator
Accountable to:	Deputy Chief Executive Officer
JOB PURPOSE:	To create a range of opportunities for young people aged 14-19 to access work placements, traineeships, apprenticeships and employment opportunities through working with partner organisations and local businesses.
SUPPORT:	Support will be provided by the Project Coordinator who will carry out regular supervision.

PRINCIPAL DUTIES AND RESPONSIBILITIES

Working with partner agencies and local businesses.

- Building relationships and working with local businesses and employers to develop opportunities for young people to access work placements, traineeships, apprenticeships and employment.
- Providing support to employers to achieve and sustain positive outcomes for young people.
- Developing and maintaining excellent relationships with external organisations in order to promote The Junction's and partner Services.
- Create mentoring and coaching opportunities for young people.

Working with young people and their families

1. Providing excellent communications with all stakeholders as required.
2. Ensuring that information about the project is publicised and promoted.
3. Using social media and other marketing functions to maximise engagement.

Working in Teams

1. Working collaboratively with all colleagues to maximise successful recruitment and retention of young people to the employment opportunities created.
2. Working as part of The Junction's and Partners teams to contribute to project development

Professional Development

1. Access own line management and supervision as appropriate.
2. Take part in relevant professional development to update skills and address any gaps in knowledge or training relevant to the role.

Working within The Junction's Policy Environment

1. Demonstrate a commitment which promotes and values diversity and the equality of opportunity, in relation to employees, workers, service users and the wider community. Challenge the use of all discriminatory language and practice and positively encourage all staff, volunteers, partners, young people and volunteers to adopt non-discriminatory practice.
2. Undertake all work in accordance with The Junctions policies and practice including but not withstanding Information Security, Health and Safety, Risk Management
3. Achieve the highest standards of customer care at all times.
4. Positively promote the welfare of children, young people and vulnerable adults and ensure that it is recognised that safeguarding is everyone's responsibility.
5. Work and adhere to The Junctions values at all times.

Undertaking other duties and responsibilities as required from time to time commensurate with the post.

Person Specification Employer Engagement Lead	Essential	Desirable	Proposed Selection Method
Qualifications and Training			
Vehicle licence and access to a vehicle	X		A
Experience			
Experience of working in a professional and customer orientated environment.	X		A / I / R
Demonstrable experience of networking with a range of stakeholders including experience of delivering presentations to promote the organisation's services to businesses and partner organisations.	X		A/I
Recent experience in relevant profession –e.g. Advice and Guidance, marketing, employer engagement.	X		A/I

Recent experience of partnership working with a range of agencies to support young people including those with more complex needs.		X	A/I
Experience of working in community based settings.	X		A/I
Experience of working in a similar role.	X		A/I
Experience of working in the Third Sector.		X	A/I
Knowledge, Skills and Abilities			
Knowledge of issues and barriers that vulnerable young people face in deprived areas.	X		I/P/A
Excellent communication skills, including presentation skills.	X		A/I/P
Ability to engage with and motivate people towards a desired goal.	X		I / P/A
Knowledge of training and employment provision and the local labour market.	X		I/A
Excellent IT skills.	X		A / I / P
Good organisational skills and the ability to prioritise workloads.	X		I/A
Self-efficacy and ability to problem solve.	X		I/A

Ability to work with partner organisations from the public, private and voluntary sectors	X		I /P
Ability to work as part of a team	X		I
Work related circumstance			
Willingness to work flexible hours including some evening and weekend activities	X		I
Effectively communicate with other staff members about day to day activities.	X		I
Commitment to The Junction's core values	X		A/I
Ensure confidentiality and professionalism at all times.	X		I
Equal opportunities and Diversity			
Commitment to pursue Equal Opportunity and Non-Discriminatory practices	X		A/I

A = Application I = Interview T = Test P = Presentation