



space to feel better

April 26

MENTAL HEALTH COACH RECRUITMENT

Help us to help young people feel better

Norton Park Business Centre
57 Albion Road, Edinburgh, EH7 5QY

u-evolve.org ✖ SC045864

About us

U-evolve is an Edinburgh mental health charity for 11-21 year olds. Founded in 2015, we support ~200 young people annually with free to access Coaching, Counselling and Therapeutic services. Each year we deliver over 1,500 hours of individual support to help Edinburgh's young people feel better.

Mission We exist to listen to and support young people to feel better, be confident in who they are and to learn techniques to take control of their lives. We work alongside young people to understand what they need and create our services around them.

Vision That all young people experience positive mental health and have access to compassionate and inclusive support when they need it.

Values Kindness, Empathy, Inclusive, Collaborative & Learning.



Our services

We offer both 1:1 support and group services for young people across 4 key services:

Individual Support – We adopt a person-centred approach to working with our young people and provide mental health coaching, art therapy and counselling.

Wellbeing Groupwork – our group programmes help young people connect, share experiences and learn new ways to support their wellbeing. Our programme regularly changes depending on what young people ask for but can include topics such as identity, anxiety, self-esteem, stress management and using the outdoors and nature as a wellbeing tool.



Drop-In Services – weekly drop-in services provide a safe space where young people can speak with one of our team, get information about support, take part in creative activities or simply have a chat and a cup of tea.

Young Voices – our Young Voices programme allows young people to have a say in the issues that matter to them around mental health. Our groups which run all year round, play an active role in shaping how we work at U-evolve and influence our decision making.

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Together for youth mental health: join U-evolve as a Mental Health Coach

Hours of Work:	21 – 28 hours
Contract Type:	Permanent
Salary:	£25,345
Office base:	This role is 100% office based and will cover our two sites at Norton Park and North Edinburgh Arts. It may include one day a week based in a school.
Responsible to:	Head of Service
Responsible for:	N/A

The purpose of this role is to provide mental health support to young people to help them feel better and to learn techniques which to manage their wellbeing. The Mental Health Coach will work within a team supporting young people aged 11 – 21 years providing both individual and group support.

Key responsibilities and deliverables:

Service Delivery Individual Support
• Provide mental health support to a caseload of young people through weekly 1:1 sessions and group support. This support could be in schools, at our U-evolve spaces or within the community. • Build positive relationships with young people based on U-evolve values of kindness, empathy, collaboration, inclusivity and learning. • Adopt a collaborative approach to support, working with young people to create goals. • Establish and maintain accurate and up-to-date session notes to meet compliance using our case management system. • Support and advocate for young people through attending multi-agency meetings in relation to individual support requirements. • Adhere to U-evolves safeguarding policy and follow procedures for wellbeing concerns.
Service Delivery & Team Working
• Work collaboratively with the wider service delivery team, including other Mental Health Coaches and specialist staff. • Contribute to planning and delivery of services • Support referral processes and manage caseload effectively • Participate in team meetings and reflective practice sessions

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Youth Voice & Engagement
• Ensure young people's views and experiences inform their support and services • Support approaches that embed young people's voice in service delivery • Encourage participation and feedback from young people
Impact, Monitoring & Evaluation
• Maintain accurate records of sessions, outcomes, and progress • Contribute to monitoring and evaluation processes • Provide information for reporting to funders and stakeholders • Reflect on practice to support continuous improvement
Relationships
• Develop trusting relationships with young people accessing our services putting their needs at the heart of support. • Establish, build, and maintain positive relationships with local organisations and relevant partners to support the development of our services. • Work collaboratively with colleagues to uphold the values of the organisation. • Positively represent the organisation at relevant partnership and community events.
Supervision and Personal Development
• Take part in individual and group supervision to reflect on own practice and give feedback to others. • Research and maintain up-to-date knowledge of new ways of working and identify opportunities for continuous improvement. • Establish and maintain routines for self-reflection and self-care to ensure you are safeguarding your own mental health.

Additional duties

This job description is a guide to the duties and responsibilities of the role and is not an exhaustive list of tasks. The job holder may be asked to undertake any other reasonable duties for which they are trained, or which may support the activities of the organisation.

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Person specification

Experience and qualifications	Essential	Desirable
At least 2 years' experience working with children and young people in both 1-1 and group setting	✓	
Completed relevant mental health or youth work qualification, such as cosca counselling certificate, community education (not essential if experience in this work)		✓
Experience working with diverse or underserved groups	✓	
Experience of working with young people experiencing mental health and well-being difficulties and trauma.	✓	
Lived experience of any of the issues facing young people today.		✓
Experience of working in a team environment including peer support work or reflective practice.	✓	
Experience in administrative processes in relation to record-keeping, confidential processing of information and data protection.	✓	

Knowledge and understanding	Essential	Desirable
Strong understanding of safeguarding and professional boundaries	✓	
Understanding of the mental health and wellbeing needs of young people	✓	
Understanding of inclusive and accessible service delivery	✓	
Knowledge of trauma-informed approaches	✓	

Skills and attributes	Essential	Desirable
Passionate about supporting the mental health and wellbeing of young people	✓	
Empathetic, and approachable	✓	
Creative and innovative in approach	✓	

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Reflective and committed to professional development	✓	
Able to work independently and as part of a team	✓	
Committed to equality, diversity, and inclusion	✓	

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