

## MCR Programme Development Team - Aberdeen & Central Belt

### Job Description & Person Specification

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##### School team training & CPD

- Lead and coordinate the induction, training and continuous professional development of all MCR Pathways Coordinators and Programme Managers to the required confidence standard on every aspect of the MCR model in its theory and practice.
- Help ensure and support every school to reach the targeted number of young people with the quality of impact required by delivering any additional insight, training and practical support requested or needed
- Lead the development and implementation of a comprehensive programme of continuing professional development, network meetings, quality assurance and support for both new and experienced Pathways Coordinators
- Provide timely regional support for Pathways Coordinators (linked to actions on the Regional Plans and individual needs) to ensure consistent high standard of programme delivery

##### Quality Assurance

- Implement a Quality Assurance Framework to ensure every MCR PC continues to be effective and successful in their role. Follow-up visits to each PC (at least 3 times a year) including PC feedback on confidence
- Provide additional training on any aspects of the programme identified as development areas
- Actively monitor and feedback on recruitment effectiveness, induction and School Link relationship to help target improvements or development required.
- Assess and feedback to the support team on all quality indicators including young people engagement, matching, relationship quality, school KPIs and all survey and Progress and Impact assessments

##### Assessing young people needs, School profiling & continuous programme development

- Profile needs in each school, sharing this information with the Programme Manager and central staff. Identify any demographic differences, local needs, and ways in which MCR could enhance the programme further
- Evaluation and development of programme materials, ensuring young person voice, feedback and need is firmly at the heart of all
- Support each region to establish Ambassadors at appropriate area maturity, and provide consistent focus, agendas and content for meetings.

## Person Specification

	Essential	Desirable
<b>Skills &amp; Experience</b>	<p>Experience of working with young people</p> <p>Experience of creating and running inspiring online and/or in person training sessions. Skilled in building trainee confidence</p> <p>Experience of skills assessments and performance and/or improvement plan setting</p>	<p>Experience of working with care-experienced or vulnerable young people</p> <p>Project management expertise</p> <p>Awareness and understanding of the principles of safeguarding and child protection duties</p>
<b>Abilities</b>	<p>Ability to effectively communicate overall programme and detailed process information in a clear and concise manner.</p> <p>Ability to build relationships with and effectively communicate to multiple stakeholders with varying degrees of understanding</p> <p>Confidence to lead on programme development and work with colleagues at all levels</p>	<p>A range and depth of digital systems experience.</p> <p>To compile and maintain effective records and programme and process documentation</p>
<b>Attitude &amp; values</b>	<p>An understanding of the challenges and barriers that disadvantaged young people may experience</p> <p>Young person consistently at the heart of professional values, practice and priority setting</p> <p>Positive, enthusiastic and solution-focused attitude</p> <p>Non-judgemental and continuous improvement approach</p> <p>Role model for Motivation, Commitment &amp; Resilience.</p>	
<b>Qualifications</b>	<p>Degree level or equivalent relevant experience</p>	