

CAREERS AT TLG

**TLG** transforming  
lives for good



# Early Intervention Therapeutic Coach

JOB DESCRIPTION



# we are **transforming lives for good**

**Transforming Lives for Good (TLG)** is a national charity that helps churches to bring hope and a future for struggling children. That means getting alongside struggling children, providing practical support in and out of school and connecting with home to bring hope and a future.

All over the UK, children are struggling in school for all kinds of reasons and many families are suffering without hope. Nationally, the latest statistics show that:

- Children living in poverty are 4 times more likely to get a permanent exclusion from school
- More than two thirds of the current prison population were excluded from school
- One in six 16-24 year old 'NEETs' (those not in Education, Employment or Training) die within ten years of falling out of the system
- 1.5 million children are entitled to free school meals in the UK

## **But there is hope.**

It comes through the local church making a real difference in their community. TLG is passionate about bringing a practical approach that goes way beyond education and works to build strong connections between local churches, families and schools. At TLG, we have a big vision to make the difference in as many children and families lives as possible. We are transforming lives for good!



# TLG's culture & values

At TLG, our work is our vocation, giving us a rich sense of purpose. We also believe work can be a great experience and enable people to grow into their full potential. In fact, we are recognised nationally as an exceptional place to work. In 2019, we were named the best charity to work for in the UK by the prestigious Sunday Times Best Organisations to Work for.

This special award highlights all the positives about working at TLG! We love to look after our team and here are some of the great benefits we offer:

- Fun team times away
- Retreat days for staff
- Generous holidays and flexible working arrangements
- Above and beyond recognition for high-performing staff
- Support for staff with counselling and coaching
- Contributions towards training and professional qualifications.

## Our Values

Holding to these values is vital in all aspects of our growth.

- **Greater Transformation**  
Relentlessly focussed on the main thing (TLG's mission and vision), energised by the challenge, and deliberately missional.
- **Relational Leadership**  
Bringing out the 'gold' in others, 'leaning in' when it's relationally tough, and humble yet courageous.
- **Local Church**  
Celebrating the Church, grace and patience in partnership, and rooted in the local church community.
- **Excellence Every Day**  
Joyfully exceeding expectations, learning from failure, and knowing uncertainty doesn't throw us.
- **Vibrant Faith**  
Nurturing our own walk with God, following Jesus together even when it's tough, and realising work is mission – so much more than a job.



# Early Intervention Therapeutic Coach

- Location:** Hybrid – Primarily based in a local school where the programme is being delivered with a few hours of home-based working each week. You will also be expected to attend events and meetings during the year as required along with visits to the National Support Centre in West Yorkshire.
- Salary:** £12,030 – £15,125 (£26,190 – £32,928 FTE), depending on experience
- Hours:** 2.5 days (18.75 hours per week)
- Reporting to:** Programme Pilot Lead
- Contract:** Part-time and Term-time only. Fixed-term contract moving to permanent based on programme suitability.

## Job Role:

Transforming Lives for Good (TLG) are a national Christian charity working in partnership with local churches to bring struggling children hope and a future. Building on the huge success of TLG Early Intervention Coaching, TLG Therapeutic Support will be a new way for TLG, with partner churches, to provide support in school for the increasing number of pupils struggling to cope due to their emotional, relational, and mental health experiences. This programme addresses the underlying issues children are facing, whilst also providing the option of direct support to their parents/carers and the school staff team.

In this role we are looking for individuals that thrive working with children and young people in a school context and are passionate about supporting pupils and their families struggling with emotional, relational, and mental health challenges. The ideal candidate will hold an accredited coaching qualification and have an aptitude for creativity whether this is music and drama, sport and outdoor recreation or other fields of kinaesthetic development. The TLG Therapeutic Coach will be present each week in the school, providing specialist trauma aware care for these children, whilst supporting staff and parents/carers too, so we're looking for an individual who can build and foster strong relationships.

### Job Tasks:

- Work in partnership with the TLG Pilot project team to develop and implement the menu of activities agreed with the school.
- Provide feedback on findings, progress and recommended content adaptations to the pilot project team.
- Attend Group Process and supervision (provided by TLG) at least once a month.
- Pioneer TLG Reflective Care groups for parents/carers and staff teams (e.g. class teachers & their TA's) by leading weekly sessions supported by the Family Champion from the Partnering Local Church.
- Promote and safeguard the welfare of children attending your sessions and their families with the wider support agencies that may also be involved with them, ensuring the suitability of materials, platforms, policies and procedures.
- Undertake all required administrative tasks such as: recording session notes and reporting anything of concern to those in the appropriate positions of responsibility in school.
- Deliver group sessions that address the needs of children responding to Anger, Anxiety, Bereavement, and Loneliness.
- Deliver one to one therapeutic interventions to children referred by the school.
- Deliver therapeutic parent/carer support group taking a trauma responsive interactive approach.
- Advise, encourage and support children, parents/carers and staff to engage fully with all aspects of the offering.
- Exhibit excellent interpersonal skills with the ability to communicate praise and developmental progress with key stakeholder as part of building relationships.
- Represent TLG well in interactions with external agencies including the school and the associated partnering Church. This will also involve regular connection with the Family Champion.

### Additional Responsibilities:

- Attend, fully participate in and, on occasions, lead daily Christian devotionals and times of worship for the staff team.
- Attend TLG's Staff Conference twice a year. This includes active participation in corporate Christian prayer and worship and the opportunity to share faith testimonies of young people involved in TLG programmes.
- Take on additional responsibilities for tasks as your role develops.

# PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"><li>• Good general standard of education including as a minimum English and Mathematics GCSE at grade A*-C or equivalent.</li><li>• An accredited coaching qualification from a recognised coaching body.</li></ul>	<ul style="list-style-type: none"><li>• Degree level qualification in a relevant subject.</li></ul>
SKILLS & KNOWLEDGE	<ul style="list-style-type: none"><li>• Understanding of children with learning and behavioural difficulties.</li><li>• Experience of working with children in groups and one to one.</li><li>• Experience working in a school setting.</li><li>• Ability to listen and develop people in a group and on an individual basis.</li><li>• Commitment to actively pursue ongoing personal and professional development of themselves to enhance their contribution to TLG.</li></ul>	<ul style="list-style-type: none"><li>• Worked with children in a professional capacity.</li></ul>
EXPERIENCE	<ul style="list-style-type: none"><li>• An aptitude for creativity and kinaesthetic development through qualifications and/or hobbies/interests that involve two or more of the following:<ul style="list-style-type: none"><li>• Art – use of paint/pencils/pens etc.</li><li>• Drama</li><li>• Dance/Movement/Exercise</li><li>• Sports</li><li>• Sculpting</li><li>• Making things/crafts/construction</li><li>• Enjoyment of nature/outdoor recreation</li><li>• Music – playing/composing/singing</li><li>• Collage</li></ul></li><li>• Experience in leading/training groups of adults.</li></ul>	<ul style="list-style-type: none"><li>• Experience supporting/leading /training groups of parents/carers.</li></ul>

PERSON SPECIFICATION CONT.

	ESSENTIAL	DESIRABLE
CHRISTIAN LIFESTYLE	<ul style="list-style-type: none"><li>• Commitment to actively pursue ongoing spiritual development of themselves and colleagues within the life of a local church in order to enhance the contribution to TLG.</li><li>• Attend and participate fully in devotions, prayer meetings and staff conferences to enhance the spiritual relationships within the team.</li><li>• Able to work sensitively with those of different cultures and faiths whilst having their own strong and vibrant Christian faith and commitment to Equal Opportunities.</li><li>• To be an active part of a church family.</li></ul>	
ADDITIONAL	<ul style="list-style-type: none"><li>• Complete an enhanced DBS check prior to employment, which reveals no reason for the applicant being unsuitable to work with young people.</li><li>• Provide 3 referees. At least one referee needs to represent Christian commitment and be able to comment on your faith and growth as a Christian. References will be taken up after final interviews.</li><li>• Provide evidence of qualifications and suitability to work in the UK and appropriate qualifications.</li><li>• Live within a reasonable travelling distance.</li></ul>	



# Application process

Apply today through our website: [www.tlg.org.uk/jobs](http://www.tlg.org.uk/jobs)

- After clicking 'Apply', you'll be taken to an online application form. This will include uploading a personal statement explaining how you meet the criteria outlined in the job description for this role and your motivation for applying. There will also be some questions exploring how your faith relates to your working life, and an option to upload a CV later in the form.
- After the closing date, we'll be in touch via email. If you've been shortlisted for the role, you will receive an invitation for a short initial interview which will be held online.
- If successful following your initial interview, we'll then invite you to a final interview in person at our National Support Centre in West Yorkshire.

*You can find the closing and interview dates in the role's advert on our website.*

We would welcome applications from candidates from diverse backgrounds to enable us to better reflect the needs of the communities we serve.

## Having trouble with your application?

If you have any problems with the online application process, please contact [recruitment@tlg.org.uk](mailto:recruitment@tlg.org.uk) and someone will get back to you as soon as possible.

***Note:** If you're having trouble, please check Website Tracking and Third-Party Cookies are enabled, and you have updated to the latest version of your browser and device software.*