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# **MENTOR PERSON SPECIFICATION**

**Essential:**

1. **Commitment to the aims of The Reasons Why Foundation (See below)**

**Preferred:**

1. **Strong communication and interpersonal skills.** We want mentors who can:
   * Empower and challenge people to fulfil their potential.
   * Establish and maintain positive, professional and motivational relationships.
   * Really listen to people.
   * Counsel someone through difficult decisions.
   * Give impartial, productive advice and guidance that focuses on the strengths and needs of the individual.
   * Communicate clearly both verbally and in writing.
2. **Emotional strength: motivation and problem-solving skills.** We are looking for mentors who are:
   * Self-motivated and will take initiative.
   * Responsible and will respect boundaries and safeguarding.
   * Resilient, preferably with a proven ability to deal with setbacks and frustrations.
   * Able to see around problems and support others towards solutions.
   * Resourceful and will put this to work to find solutions.
   * Firm and can be assertive when appropriate.
3. **Empathetic.** We need mentors who can:
   * Understand the difficulties and challenges facing our clients.
   * Positively communicate this understanding.
   * Be sensitive and conscious of people’s diverse backgrounds and lifestyles.
4. **Desire to learn.** We’re looking for mentors who are motivated to:
   * Learn new ways of working.
   * Share learning with The RWF team.
5. **Knowledge.**  We’re mentors who have:
   * An awareness of issues affecting our clients and positive methods of addressing them (depending on the individual, these might include drugs, alcohol, mental health issues and motivation.)
   * A good understanding of confidentiality and experience of working within its confines.
   * Experience of assessing risk.
6. **Organisational skills.** We need mentors who can:
   * Effectively deal with changing priorities and unpredictability.
   * Manage and commit to a schedule.
   * Maintain communication and provide regular updates.

**Desirable**

1. **Professional skills and qualities.** We would like to hear from mentors with:
   * Personal development coaching / training experience.
   * Formal counselling experience/training.
   * Experience with working on a 1-2-1 basis with challenging people.
2. **Relevant knowledge.** We would also very much like to hear from mentors with:
   * Experience of working alongside this group of people

* Understanding of life in custody. This might be from first-hand experience as an inmate, second hand from a friend in prison or from working inside a prison.

The Aims of The Reasons Why Foundation.

1. To treat all our clients with unconditional positive regard.
2. To listen to our clients so that they know they’ve been heard.
3. To practice, uphold and encourage the very highest levels of integrity in all that we do.
4. To support our clients to achieve their potential in a structured and sustainable manner.
5. To increase social cohesion within the communities that our clients live in.