



## Job Search Mentor (People with convictions)

Re-entering the workplace can be daunting for someone with a conviction or other experience of the criminal justice system. Our Job Search Mentors support them to identify the skills and experience that they have to offer an employer. Together they find suitable roles and work through the recruitment process.

**Commitment:** Generally fortnightly sessions for 6-9 months but can be flexible on the frequency.

**When:** Mentoring sessions can take place at a time of day that suits you and the person you are supporting. Mentoring relationships are run in cohorts and will have pre-set beginning and end dates.

**Where:** Online or on the phone.

### Who can help?

Job Search Mentors have experience with recruitment and are familiar with different approaches to defining, developing and retaining talent. They know how to use coaching approaches and are able to encourage others to recognise when they need help. We're looking for people who work in Recruitment, Human Resources, Learning and Development or Organisation Design at any level.

### What is the impact?

Job Search Mentors help people with convictions to find work by offering practical advice and support alongside building their confidence in the future. Finding employment is a key element in re-building a life after receiving a conviction. Mentors also gain an insight into how employers can expand their talent pipelines by recruiting those who've faced social exclusion.

### Next steps

Please fill out the expression of interest form. We'll review your information and invite you to book some time to chat with us about the programme. Please note that we have limited spaces for mentors on each cohort.

Once you are accepted onto the programme we'll provide information on supporting people with convictions and the opportunity to ask questions with one of our charity partners. Through the mentoring we will check in with you regularly and invite you to group sessions with your cohort of Job Search Mentors.