



Youth Development Food Worker

Role Purpose

This is a permanent, full-time role within Scran Academy with the core purpose of **supporting young people to gain confidence, experience and skills using food and cooking.**

The successful candidate **will help change the lives of young people facing exclusion** by supporting them using food and cooking as a vehicle to build skills and confidence. The post holder will support young people from 11+, **with core groups aged from 14+**, to gain positive experiences through a blend of **group work**, vocational training, **accreditation**, 1-2-1 delivery and outcomes-driven youth work. This means that the successful candidate will be expected to inspire and be inspired by young people. Using food, cooking and the professional rigour expected in a kitchen, the post holder will **design and deliver engaging sessions** that give groups and individuals a strong sense of power and purpose.

The post holder will deliver **across programmes** within Scran, and will report to the CEO with oversight from both the Academy Programme Lead and the Food and Learning Manager.

A typical week would support delivery in various locations: Mondays, Fridays, and occasional weekends will flexibly support our catering and outreach programmes, either at our café site in Comely Bank, or at various locations from our famous food truck, the Scran Van. Tuesdays, Wednesdays and Thursdays will be dedicated to co-delivering our Academy and Tutoring programmes in our site at the Gyle.

A full driving license for manual vehicles is essential for this role.

We are an organisation committed to the welfare and safety of young people. The Youth Development Food Worker will ensure child protection and safeguarding is upheld across the organisation.

We are a youth-led organisation. Young people come to us to learn in a bespoke way. They set their own outcomes and goals, and co-design the nature of the programme accordingly. This means both **relationship-building and record-keeping are absolutely central** to the role. The post holder will be expected to compassionately support young people to step outside their comfort zones and encourage them to develop positive growth mindsets.

We are an independent SQA centre, allowing us to offer young people the opportunity to gain qualifications outside of the classroom. The post holder will help design and deliver exciting, experiential learning sessions that maximise positive impact for young people. They will also **proactively engage in all necessary compliance and training required for the SQA**, and ensure continuous capture and celebration of young people's progress.



Our success is underpinned by our catering social enterprise, and we provide real-life work experience and confidence-boosting opportunities that shift power dynamics, create trust through responsibility, and establish pride and a positive regard for work. The Youth Development Food Worker will facilitate **to ensure young people are engaged with opportunities** across our organisation.

It is expected that the successful candidate will demonstrate a commitment to excellence in all aspects of the job.

This role embodies our values: We Love, We Trust, We Unite and We Lead:

We Love – the successful candidate will nurture young people. They will care deeply and see all behaviour as communication that deserves a dignified response. They will be non-judgemental and take a trauma-informed approach.

We Trust – the successful candidate will believe in the potential of young people. They will trust them to be the expert of their own life and circumstance. They will support young people to take responsible steps in learning, work and life.

We Unite – the successful candidate will courageously bring young people together. They will aim to create safe spaces where stepping outside comfort zones is supported and encouraged.

We Lead – the successful candidate will see all young people as leaders in their own lives. They will be ready to both lead and be led by young people. They will listen and provide a platform for young people to lead their learning and thrive.

Job description and personal specification below.



Job Description

Title: Youth Development Food Worker

Responsible to: Academy Programme Lead

Hours: 35 hours pw

Salary: £24,750-£27,900

Benefits: 25 days holiday (plus stat holidays), employer pension contributions. Enrolment in Medicash healthcare scheme.

Duration: Permanent

Location: 1 Lochside View, EH12 9DH, and other Scrans Sites as needed.

This is a dynamic and exciting role supporting the delivery of our work across multiple projects. Working as part of a talented staff team, the Youth Development Food Worker will both lead on and support in programmes that provide empowering and meaningful experience for young people and their communities.

Main Responsibilities

- Support our integrated youth-work catering services:
 - Lead the kitchen-based delivery of group sessions as part of the year-long community-based education programme – the Academy.
 - Support the smooth day-to-day running of our youth-led catering enterprises, including offering guidance, supervision and support to young people in real-life roles.
 - Work to all safety, food, finance and values procedures as agreed.
 - Help plan and deliver engaging youth work activities that provide opportunities for informal learning and social development.
 - Support with the provision of catering skills and knowledge across youth work programmes.
 - Contribute to the effective monitoring and evaluation of the provision.
 - Identify issues affecting young people and work with the wider staff team to ensure that appropriate support is offered.
 - Mentor, coach and support young people to develop their self-awareness, independence and individuality.
 - Ensure that safeguarding is embedded across all Scrans Academy activity and that child protection procedures are followed at all times.
- Co-ordinate and deliver food-based youth work programmes across Edinburgh.
 - Working with our team and charitable partners across Edinburgh, lead in the delivery of youth development and education programmes centred around food activities.



- Be a strong representative of Scran, supporting in partnership work and showcasing the strengths and aspirations of our young people.
- Drive our Scran Van to and from programmes, and oversee the relevant food and safety procedures on delivery.
- Develop further opportunities.
 - Keep abreast of sector landscape to identify opportunities for co-working and identify relevant programmes for involvement.



Person Specification Youth Development Worker

Criteria	Essential	Desirable
Qualifications and Personal Development		
Demonstrable commitment to CPD	•	
Food Hygiene – intermediate or higher	•	
Ready for Youth Work Qualification or above		•
Experience in sector		
Minimum 1 year in a youth-work or CLD setting	•	
Minimum 1 year in a leading role in a professional kitchen	•	
Experience of tracking outcomes and attainment		•
Trauma informed with understanding of the impact of ACEs		•
Awareness of wider education landscape - GIRFEC, CfE		•
Experience of working with disadvantaged groups and/or young people.		•
Financial Management		
Experience working to tight budgets		•
Competencies		
Quality focus – has high professional standards and a strong alignment to organisational objectives	•	
Communication – has the ability to communicate effectively with a wide range of stakeholders - including school partners and family members	•	
Organisation – plans thoroughly and keeps information orderly, trackable and secure.	•	
Decision making – shows dynamic problem-solving abilities	•	
Compassionate – caring and non-judgemental, with excellent listening skills	•	
Courageous – thrives outside comfort zone	•	
Administration		
Excellent IT skills and knowledge of Microsoft Office Applications		•
Strong organisational skills and experience of working to deadlines		•
Excellent attention to detail		•
Other		
Eligible to join PVG Scheme Membership Scheme	•	
Ability to travel between work locations and to work evenings and weekends when required	•	
Full Clean Drivers licence	•	



To apply, please send a CV and a cover letter covering why you would like the role and any wider relevant information you would like to highlight to will@scranacademy.com.

Please send applications by Monday 13th January 2025.

Shortlisted candidates will be invited to interview by Friday 17th January 2025.

We will be holding interviews on Tuesday 28th January 2025.