

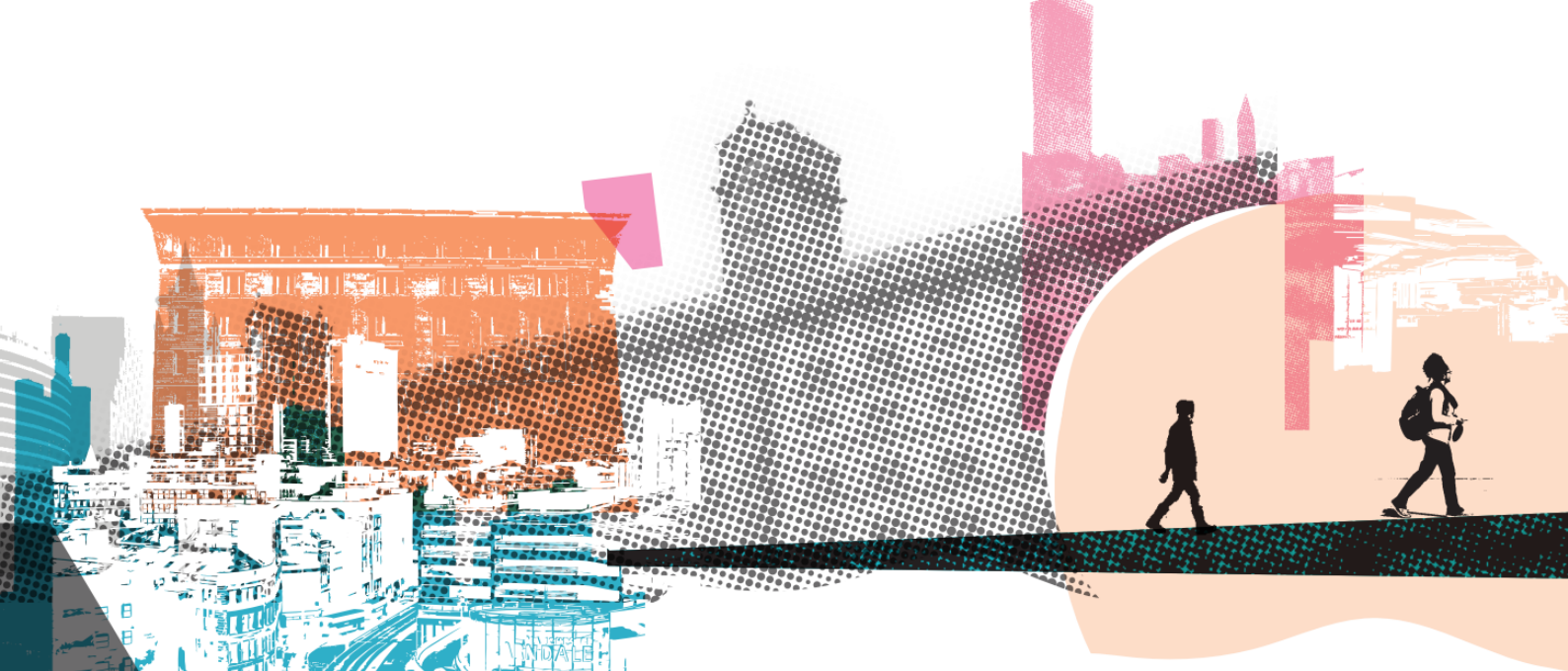
Recruitment pack

THE BIG LiFE GROUP



Be Well Coach

This job changes lives



About The Big Life Group

The Big Life Group's mission is to fight for equity, in health, in wealth and in life. We are a social business delivering a range of services across the North of England, covering everything from mental and physical health, addiction and criminal justice, to housing, education, family support and much more. What links them together is the way we work – The Big Life Way.

We always stand shoulder-to-shoulder with people, working with them on the things that matter most to them. Everything we do is designed and informed by the needs, priorities and strengths of people and communities.

Our values

- **Courage:** We stand up for ourselves, and the people and communities we work alongside, even when that makes us unpopular, or challenges accepted wisdom.
- **Creativity:** We find innovative solutions that work, never accepting the easy option or the status quo.
- **Honesty:** We act with integrity, speaking the truth to ourselves and others.
- **Inspiration:** We are inspired by the people and communities we work with and share what we learn from them to inspire others.
- **Thoughtful:** We act with care and compassion and work to understand people's experiences. We take time to listen, reflect and continually learn.
- **Valuing difference:** We recognise and celebrate the unique qualities, gifts, insights and perspectives that different people offer.

Working at Big Life

At Big Life, work is more than a job – it's about standing shoulder-to-shoulder with people and communities, making a difference every day. We fight for equity in health, in wealth and in life, and that commitment starts with how our staff.

Be yourself

We want you to feel safe, respected and able to bring your whole self to work. Difference is celebrated here, and our staff networks - from menopause to neurodiversity, LGBTQI+ and more - create space to connect and support each other.

Benefits that matter

We offer more than a payslip - you'll find wellbeing support through LifeWorks, Simply Health and mindfulness sessions, 25-30 days' annual leave plus your birthday off, flexible working, and regular learning opportunities. Everyday perks include Blue Light Card discounts, savings schemes, cycle-to-work, free eye tests and more - little extras to make life easier inside and outside of work.

Recognised as outstanding

We're proud to be ranked by Best Companies as one of the UK's outstanding places to work, with a two-star accreditation in 2024.

A culture of trust and flexibility

Our people describe our culture as relaxed and supportive. You'll be trusted to plan your own day, take breaks when you need, and work in a way that fits with your life as well as your role.

If you're looking for more than a job - if you want to be part of a team that's bold, creative and relentlessly committed to equity – then Big Life could be the place for you.



Job description: Be Well Coach

The basics

Salary

£31,022 (NJC point 17)

Hours

35 hours per week on a permanent basis

Annual leave

25 days, increasing to 30 days after five years

Base

Zion Centre, 339 Stretford Road, Hulme, M15 4ZY with remote working

Line manager

Manager/Senior Manager/Team Leader

Deadline for applications

Friday, 9 October

Interview date

Wednesday, 14 October

We recognise that AI tools can be useful in supporting job applications, for example by helping with spelling, grammar, structure, or clarity. However, the content of your application should reflect your own skills, experience, knowledge, and ideas. You may be asked at interview to expand on or discuss any part of your application.

What you'll be doing

As a Be Well Coach, you will support people to change their lifestyle, health and wellbeing. Working within the local community, you will work alongside professionals and community partners and be a key link in your neighbourhood. The people you work with will have been assessed as needing high-level support to achieve their health and wellbeing goals. Three or more issues will be preventing them from making changes and many will be struggling to make those changes.

Main duties

1. To use a range of person-centred and strengths-based techniques to produce personalised and appropriately sequenced action plans for your clients
2. To directly deliver a toolbox of evidence-based interventions which improve physical health, mental health, employment and skills, and family circumstances.
3. Assess all individuals accessing the Be Well programme
4. To manage a varied caseload of clients
5. To work with groups of clients to help them achieve their goals
6. To collate and analyse performance data as necessary
7. To develop effective relationships with a range of external organisations and agencies
8. To promote the service to communities and agencies as appropriate
9. To keep accurate and up-to-date records of clients' records
10. To ensure quality standards are adhered to and met and that audits are passed
11. To ensure all statutory responsibilities are followed and reported as required
12. To actively participate in caseload management with your team leader

Work-related expectations

1. To work within Big Life's mission and values.
2. To contribute to Big Life's development.
3. To work in accordance with all Big Life's policies and procedures.
4. To identify and attend training as required.
5. To work in accordance with all relevant legislation.
6. To undergo regular supervision and an annual review.
7. To undertake any other duties as required, appropriate to the post.

Person Specification: Be Well Coach

The successful candidate will be able to demonstrate that they meet the following points, either in their application, at an interview or through taking part in a test.

Experience

1. Experience of working with people facing a range of barriers and social issues
2. Experience of managing a caseload of clients and keeping up-to-date records using a database
3. Experience of working with individuals (1-2-1) and groups of people in different settings to help them achieve their goals
4. Experience of working with a range of agencies and organisations to develop effective working relationships
5. Experience working with people with multiple needs
6. Experience of working in a person-centred way with individuals

Skills

1. Ability to use a client database or the ability to learn how to use a database
2. Ability to assist clients to help them define and achieve their goals and aspirations
3. Ability to manage a varied and complex workload effectively
4. Ability to work well across a range of different subject areas such as housing, mental health, education and debt management for example
5. Ability to work with staff from a range of agencies and organisations to better integrate services for clients

Knowledge

1. Knowledge and understanding of the difficulties faced by people who experience multiple needs
2. Knowledge of the local area your service is based in (community groups, services available as well as local demographics)

Education

1. Relevant Level 3 or Level 4 qualification (or equivalent)
2. Level 5 qualification or ability to learn at level 5 / 6

Personal

1. Positive outlook and a 'can do' attitude
2. Personal resilience and flexible attitude in the face of difficulties
3. Commitment to working towards the Big Life group's missions and values including having a non-judgemental approach
4. Commitment to personal development, including attending a level 6 study programme linked to the role and willingness to regularly update skills and experience



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thebiglifegroup.com