

The Trustees are looking to recruit to the post of  
**Job Coach**

**The Springboard Project, 2, Media Square, Axa House, Phoenix St, Oldham OL1 1AN**

NJC scale points 12-17: £28,598.00 - £31,022.00 per annum (Full Time Equivalent)

Actual Salary: £24,459.00 - £26,532.00 per annum

Plus SEN Allowance

**Commencing September 2026**

Part of the New Bridge Multi Academy Trust, Springboard Project caters for KS5 pupils with a range of Social, Emotional and Mental Health (SEMH) difficulties.

Springboard Project is a unique place where pupils aged 14-19 are nurtured and developed to encourage independence and skills for life. Their social, emotional and mental health needs are at the forefront of our work. We offer a broad and balanced curriculum which suits our learners' needs incorporating core subjects, vocational subjects and living skills. The school also operates specialised intervention groups where pupils can focus on the development of a range of skills from social, emotional and mental health to a range of academic subjects.

Due to the complex needs of our students, high levels of emotional and physical resilience are needed in dealing with challenging behaviour. However, the knowledge that our work is having a positive impact in helping the young people to grow and work towards independence brings great reward.

We currently have a vacancy for an experienced intervention and pastoral support worker to join our Positive Relationships Team. Our Positive Relationships Team work with individuals or small groups to provide support with self and co-regulation and to deliver therapeutic interventions to support the mental health and well-being of pupils. Our team supports pupils using a trauma informed approach with an unconditional positive regard for all pupils.

Applicants should be able to demonstrate how they meet the following essential criteria:

- Sound experience of supporting pupils who present with challenging behaviour and complex needs, preferably within an SEMH setting
- Experience of supporting pupils to overcome barriers to their personal, social or learning development from a pastoral perspective
- Experience of intervening to support pupils in crisis or affected trauma by using either emotional or educational support.
- A nurturing, empathetic and holistic approach to behaviour management
- The physical and emotional resilience to support pupils with SEMH, understanding that all behaviour is a form of communication and an indication of an unmet need.
- Experience of delivering bespoke interventions to individuals or small groups of pupils
- Experience of working in partnership with other staff members to support the delivery of bespoke strategies and interventions.
- Experience of supervising pupils over lunch and break times as directed.

- The ability to build relationships with pupils, families and key partners around the pupils.
- The ability to work as part of a team using own initiative when needed

Although based Springboard Project, Oldham Town centre all staff are employed by the MAT and are expected to work at any site within the New Bridge Group.

For candidates considering applying for these posts, we would strongly advise a visit to the school. To arrange a visit or for further information regarding the post, please contact Adam Ward, Head of School on [award@newbridgegroup.org](mailto:award@newbridgegroup.org)

**We are fully committed to safeguarding and promoting the welfare of children, and vulnerable adults and we expect all staff and volunteers to share the same commitment.**

**This post will be subject to a number of pre-employment checks including an enhanced DBS check, satisfactory references and proof of right to work in the UK in accordance with the Asylum and Immigration Act 1996. It will be exempt from the provisions of the Rehabilitation of Offenders Act 1974. DBS Code of Practice which can be viewed [here](#).**

**For successful candidates, an online search will be carried out as part of our due-diligence in line with Keeping Children Safe in Education 2023.**

**We strive to create a fair and inclusive workplace that is as diverse as the communities we serve. We positively welcome applications from all candidates regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy, and maternity, race, religion or belief, sex and sexual orientation.**

**Salary:** NJC scale points 12-17: £28,598 – £31,022 per annum (full time / full year equivalent)

**Actual salary range pro rata:** £24,459 - £26,532 per annum

**Allowance:** SEN - £1,539 per annum

**Contracted hours:** 36 hours 40 minutes per week / Term Time plus 5 days (195 days per year)

**Status:** Permanent

**Commencing:** As soon as possible

**Based at:** Springboard Project, Axa House, 2 Media Square, Phoenix Street OL1 1AN

**Closing Date:** Friday – 19<sup>th</sup> June

**Interviews:** To be confirmed

**School information:** Adam Ward, Head of School [award@newbridgegroup.org](mailto:award@newbridgegroup.org)

**Completed application forms returned to:** [recruitment@newbridgegroup.org](mailto:recruitment@newbridgegroup.org)