



Careers at Kibble



Career Pack

Begin a rewarding career with Kibble

Foreword

For 160 years Kibble has provided unwavering support to young people who have faced trauma and adversity. Through our commitment to put young people first at all times, Kibble has evolved to meet their ever changing needs and as a result, has led the way in providing the highest standard of care.

The range of services and expertise Kibble possesses has only been made possible through an incredible, skilful and knowledgeable workforce. All employees have the same ambition – to innovate, learn and help as many young people as possible – and Kibble’s continued progress reflects that shared drive and common goal. The staff are the backbone of Kibble, and we are in-search of likeminded and enthusiastic individuals to join us in our mission.

It is an exciting time to begin a rewarding career with Kibble as we set out to grow and expand our services further; contributing to the enhancement of our already high standards and increasing the existing provision while applying trauma-informed practice. As a thank you to staff, there are exceptional employee benefits. Our inspiring learning culture offers many training and professional development opportunities. Also, we place great emphasise on supporting employee health and wellbeing.

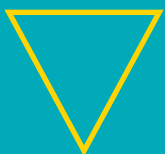
The future direction of Kibble is aligned to three strategic priorities: to help more young people; to improve processes; and to introduce new services. With a loyal, dedicated workforce we will achieve all we set out to do. Working for Kibble means belonging and being part of a team that helps bring positive life experiences to young people, no matter what service you work in.

Jim Gillespie, CEO



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About Kibble

Kibble is a leading children’s charity and social enterprise, which empowers young people through education, care and therapeutic support. By providing stability and love to young people who have faced trauma and adversity, we encourage them to believe in themselves, feel a sense of belonging and realise their own self-worth. It is our mission to help young people move forward, fulfil potential and build positive futures.

Careers at Kibble

There is an opportunity for you to build a rewarding career with longevity at Kibble. Find a job role that suits you across one of our many thriving departments. You can work directly with young people or explore our vast range of supportive job roles from working within catering, domestics and office-based locations, including our Corporate Headquarters.

Your career development is a priority as Kibble focus on continued learning and training. Due to the size and scale of Kibble and the fact we support children and young people from five to 26-years-old, there’s job variety and great job satisfaction.

Our Services

Kibble provides a range of integrated services to offer tailored support to children and young people.

- Residential Care
- Secure Care
- Education
 - o Forest View Primary School
 - o Mirin Academy, the Safe Centre School
 - o Goudie Academy, the Open Campus School
 - o The Skills Academy
- Community-Based Services
- Kibble Fostering
- Kibble Adoption
- Housing Support
- Adult Placement Services
- Specialist Intervention Services
- Interventions for Vulnerable Youth (IVY)
- SAFE Service
- Partnership with St Mirren Football Club
- Puddle Lane Early Learning and Childcare Centre



One of our residential homes



Forest View Primary School



Main campus

Our Mission, Vision and Values

Mission

Empowering lives and fulfilling potential through care, education and opportunity.

Vision

Transforming lives, families and communities.

Values



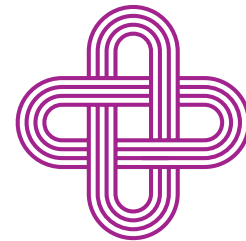
respect

Building relationships on integrity, compassion and trust. Accountable and responsible use of resources.



ambition

Courage to keep improving and innovating. Creating positive opportunities from everyday experiences.



belonging

Inspired by our shared purpose, proud to be included. Making a positive difference and creating lasting connections.

The Promise

We across Kibble pledged to #KeepThePromise and play an integral role in making Scotland the best 'place in the world for children to grow up' so that children are 'loved, safe and respected and realise their full potential'. Following the Independent Care Review (February 2020) and subsequent reports, we continually strive to provide trauma-informed care to our children and young people in a loving setting, giving them happy experiences, good memories and feel a sense of belonging.

As a charity that has placed young people at its heart for over 160 years, we understand we must work alongside young people to help shape and co-produce service delivery in the years ahead.

Kibble Employee Benefits

Kibble is committed to the professional development of staff as well as supporting employee health and wellbeing.

Professional Development

- Kibble has a dedicated Learning and Development team to ensure all training needs are met including first aid, safety crisis management and more.
- Opportunities for further education to gain qualifications relevant to the area of work with financial support and mentorship from Kibble. We invest in our staff as they are the backbone of our organisation and as a result, we have created an inspiring learning culture with many development opportunities. This is part of the organisation's overall succession planning strategy.
- Attend relevant events and network to enhance learning that can be used across multiple disciplines.

Safe Crisis Management

Safe Crisis Management (SCM) training equips employees with the skills to safely and confidently manage challenging behaviour through non-physical intervention techniques.

Sometimes people act and behave in a way that puts themselves and/or others at risk. SCM training shows how these instances can be avoided, and the ways to manage and de-escalate unwanted behaviour. It demonstrates techniques for encouraging positive behaviour choices and offers training on what needs to happen once the occurrence is over.

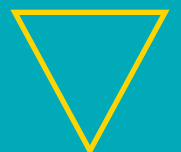
Employees are required to undertake and pass SCM as the training is mandatory for care and education roles.

“Through Kibble’s Career Start in Child and Youth Care Training Programme, I became a fully qualified Child and Youth Care worker gaining a HNC in Social Care. The investment in my progress continued and four years later I am now studying for a Master’s degree, funded by Kibble.” – Child and Youth Care

Worker, Lola Devine

Employee Health and Wellbeing

- 20% saving on childcare through our outstanding Puddle Lane children's nursery
- Access to vaccinations
- Health plan with support towards healthcare costs
- Counselling services available
- Physiotherapist appointments
- A meal for every member of staff on shift
- Exclusive retail and event discounts including access to Blue Light Membership, Concerts for Carers, The Company Shop and more
- Access to St Mirren FC free match day tickets for staff and young people
- Access to a credit union
- Generous holidays



Child and Youth Care Worker Testimonials

Service Manager, Mark: “At Kibble, we’re fully prepared to help young people grow in the right direction and guide them to keep up a positive attitude and make plans for their future.”

Child and Youth Care Worker, Lindsay, who works within one of our children’s residential houses in Glasgow shared why she applied for a new job at Kibble and gives us an insight into her working week:

“My decision to begin a career at Kibble was to have a positive impact on the life of others. I wanted to help young people to achieve the education and life skills necessary for a positive future in adulthood.”

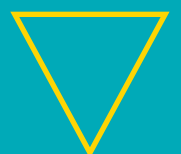
“I researched Kibble and found the organisation had a range of support services for their young people and also invested in their employees too. Kibble help the staff team expand their knowledge, which allows us to strengthen our ability to do our job well and be the best we can be for the kids.”

“My week involves motivating young people to achieve their goals. It can be to attend college, explore education options and learn to budget. We try to have lots of fun. We cook new things to try, watch TV, play boardgames, there’s always music on and sometimes, we dance around the living room. Overall, I help young people develop independence and become capable of one day living themselves in their own house.”

Catering Trainer, Julie, is based at Kibble’s Skills Academy where she mentors young people to develop their own culinary skills. Julie explained why she enjoys building her career at Kibble: “I train two or three young people through their SQA in Hospitality.”

“A highlight of my job role is spending time with the young learners and getting to know them. It’s rewarding seeing them come out their shell and growing in confidence to complete tasks independently.”

“I would highly recommend beginning your career at Kibble as it’s a great company to work for. I look forward to each day ahead.”



Additional Information

Visit our recruitment website: www.jobtrain.co.uk/Kibble



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