



## **Royal Bank of Scotland Inspiring Enterprise Project Business Mentor Role**

### **Background**

Ambition is the UK's leading youth club charity, our vision is to inspire and encourage all young people to achieve.

Our members are youth infrastructure organisations in cities, counties and countries across the UK that form the heart of what we do. We work in partnership with our members to support more than 3,500 youth clubs and youth community projects, reaching over 350,000 young people. For nearly 90 years we have been developing the services that our members need to help young people realise their potential, using our influence to open up exciting opportunities.

We have recently been awarded funding through the RBS Inspiring Enterprise Programme to develop and run a young person's business enterprise project. The aims of this project are to develop young people's skills and understanding in business enterprise and raise awareness, skills and knowledge in youth clubs and youth community projects of the value of business enterprise programmes. As part of this programme we are looking to match small teams of young people with a business mentor.

### **The Role of a Business Mentor**

We are recruiting volunteers who can provide support and advice around business enterprise to a small group of young people, who will be participating in the project. The role of a business mentor is to build a sustainable and trusting working relationship with these young people for around six months to help them explore and develop their business ideas, whilst also building their confidence, skills and self-esteem.

We anticipate that the time commitment needed to become a mentor will be:

- 1 day to attend mentor training
- ½ day matching session & first meeting with your group
- Approx 1½ hours, two to three times per month

Mentoring activities will be varied with an initial face to face meeting, followed by e-mail exchanges, telephone conversations and if appropriate further face to face meetings. As a business mentor your main responsibilities will be to:

- meet with your group of mentees to agree how you can help support their business ideas
- agree a set of boundaries with your group of mentees as well as a set of realistic goals that meets the needs of the group, whilst within the limitations of the support you can provide
- support your group of mentees to review their progress against set realistic and achievable actions. They will be completing some learning on an online platform, where you will also be able to track their progress



- encourage your group of mentees to express and discuss their ideas, concerns and understanding of their business ideas
- support your group of mentees to reflect on and learn from their actions
- refer your group of mentees to other sources of information, advice and support where appropriate
- present a positive image of Ambition and communicate the benefits of business enterprise and being in employment

**We are looking for mentors with the following skills & experience:**

- excellent communication skills to include active listening
- experience of or a commitment to working with young people
- ability to develop relationships and encourage two-way exchanges of information
- ability to provide constructive feedback
- experience of business enterprise or how a business works
- a flexible style of working to meet needs of young people

**As a mentor you will need to display the following personal behaviours:**

- fully committed to the mentoring relationship
- resilient and flexible
- friendly and approachable
- non-judgemental
- positive, can do attitude

In addition to the above you will be required to undertake an Enhanced CRB (criminal record) check; the cost of this will be met by Ambition.

**Benefits of being a mentor:**

There are many benefits to being a mentor, here are just a few:

- improve communication and personal skills
- develop leadership and management qualities
- increase your confidence and motivation
- enhance your CV
- giving back to your local community and supporting young people in your area
- benefit from a sense of fulfilment and personal growth.

**Support for mentors:**

Ambition will provide all mentors with comprehensive training prior to being matched with a group of mentees and mentors will receive on-going support from Ambition staff throughout the project. This will include support around setting boundaries with your group, how to set goals and action plan with a group, encouraging two way conversations and the do's and don'ts of mentoring. This is a voluntary role but we will reimburse mentor travel expenses.