

Wellbeing and Opportunities Worker (CashBack to the Future)

Information Pack

Thank you for your interest in applying to work with Impact Arts.

This pack outlines:

- Summary of Job Information
- The application process
- Who we are
- Further detailed information about the role of Wellbeing and Opportunities Worker (CashBack to the Future)

Summary of Job Information

Job Title	Wellbeing and Opportunities Worker (CashBack to the Future)
Salary	£26,500 per annum (£21,200 pro rata for 30 hours per week)
Location	Based at: <ul style="list-style-type: none"> • 60 Bank St, Irvine KA12 0LP - 2 days per week • Motherwell Venue TBC - 1 day per week • Prep from home or at an IA venue – 1 day per week <p>Potential for delivery to move to another location in surrounding areas.</p>
Travel	May be required between Impact Arts projects
Reporting to	Programme Manager
Responsible for	n/a
Duration of contract	Fixed term contract until 31 st March 2027
Working Hours	30 hours per week over 4 days <u>July – August</u> Monday – Thursday 0.8 (4 days) North Ayrshire <u>September – March</u> Tuesday – Friday 0.5 (2.5 days) North Ayrshire 0.3 (1.5 days) North Lanarkshire
Closing Date	9am on Monday 8 th June 2026
Interview Dates	Interviews expected to take place between 15 th – 19 th June 2026. Exact dates will be confirmed in due course

Glasgow & The West

Impact Arts
105 Brunswick Street,
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T: 0141 575 3001

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60 Bank Street
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Expected Start Date	29 th June 2026
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Impact Arts are happy to discuss any flexible working requests.

The Application Process

Please click this link to download an application form: [Impact Arts application form](#)

An equality and diversity monitoring form is also available on our website. Completion of this is encouraged but is voluntary. All data collected is confidential and will only be used for monitoring purposes.

Please be as specific as possible in your answers, as shortlisting will be based on the information you supply. CVs will not be considered.

The deadline for applications is 8th June 2026 at 9am. All completed applications should be sent to jobs@impactarts.co.uk by this deadline.

If you are invited to interview, we will liaise with you to arrange a time that suits and endeavour to accommodate any other work or caring responsibilities you may have.

We will share interview questions in advance and confirm who will be interviewing you.

If you have any queries or would like to discuss the role in more detail, please contact jobs@impactarts.co.uk or call 0141 575 3001.

Reasonable Adjustments

In all of our work, Impact Arts aims to tackle the inequalities that exist in Scotland and to ensure everyone has equal opportunity. We encourage all applications for this post, and welcome all people no matter their age, race, gender, sex, sexual orientation, religion or belief, class, cultural background, disability, marital status, pregnancy or maternity status.

We want to make sure that recruitment processes are not barriers for applicants, so if you have any accessibility needs in regards to any parts of this process (or want to discuss alternative ways to share your skills and relevant experience), please get in touch with jobs@impactarts.co.uk or 0141 575 3001.

If you are successful and offered a job, we will also discuss ongoing reasonable adjustments before you start work.

Who we are

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Established in 1994, Impact Arts is an innovative Scottish arts charity tackling inequalities in a diverse range of communities through unique creative engagement techniques, including painting, drawing, printmaking, sculpture, photography, filmmaking, animation, and music.

Impact Arts specialises in using creative engagement to address the challenges of poverty, improve health and as a way to excite, involve and deliver meaningful impacts for each member of the communities we work in. The common challenge faced by all is that of poverty and its side effects, particularly poor mental health and life chances.

It is our mission to tackle inequalities in Scotland through creative engagement and we envisage a Scotland where everybody believes in the power of creativity to transform lives.

In 2020/2021 over 7,000 people actively engaged with Impact Arts in creative activity and over 3,000 workshop sessions were delivered. You can learn more about [Our Impact](#) here.

To achieve our aim of tackling inequalities through creative engagement, Impact Arts offers a number of services, including those working with young people, children, older people and communities. For further information on [What We Do](#) please visit our website.

Impact Arts aim to attract and retain the best possible people to work with us to realise our vision for a Scotland where everyone values and benefits from the power of creativity to transform lives and our mission to tackle inequalities in Scotland through creative engagement.

We have over 50 staff and 80 sessional artists working on services across Central Scotland with our Head Office in Glasgow City Centre as well as a permanent base in Irvine, North Ayrshire, and services currently offered in Edinburgh, North Lanarkshire, Renfrewshire, West Dunbartonshire and Falkirk.

As a compassionate organisation we care about our staff and have a range of employee benefits that make Impact Arts a great place to work. More information about the [benefits of working with us](#) can be found on our website.

We work with multiple partners and funders all with a strong shared ethos that #artchangeslives. We are supported on an annual basis by over 40 funders including Scottish Government, CashBack for Communities, Creative Scotland, National Lottery Community Fund, multiple local authorities, as well as a range of other foundations and trusts.

Our Values

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Detailed information about the Role of Wellbeing and Opportunities Worker

Background to the position

Our CashBack programme provides young people (predominantly) aged 14 to 19 with a creative and welcoming space to be themselves, make friends, try out new creative things in a supported environment. Through the workshops, they will develop key personal skills for whatever life throws at them such as working with others, confidence building, resilience and coping skills.

This role will be enabling individuals to advance their practical and interpersonal skills with an individual plan, supporting them to complete an accredited SQA unit and sourcing a progression for the young people beyond CashBack.

You will work alongside a Creative Lead, who will use local Heritage, Community and Sustainability as themes for their workshop planning, with trips out in the local community and to heritage sites.

The programme will culminate with a quality creative outcome that is young person led, where they will be supported to create a final showcase celebration event. Past events include music performances, exhibitions and installations, digital screenings and promenade performances.

We have strong referral routes through secondary schools, DYW workers, CAMHS and Social Work. Progression paths have included college courses, re-engagement with school, volunteering opportunities, and employability training courses including internal referrals within Impact Arts.

Your Role

Purpose

You will have experience of working with young people in an informal setting and an understanding of the guiding principles laid out in the following policies; Getting It Right For Every Child (GIRFEC), UNCRC and SHANARRI indicators. You will have a thorough understanding of the challenges in supporting vulnerable young people.

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Your role is to design and deliver high quality and structured support, in line with the programme's objectives and themes.

You must have the experience and ability to work with young people who may display behaviours that may be challenging and/or experiencing social anxiety and poor mental health.

Identify and create opportunities for progression based on individual action plans for each participant.

Main Responsibilities:

- To be the first point of contact and support for participants engaging in Impact Arts' creative programmes
- Ensure that the needs of the young people are embedded in the delivery plans, and take steps to remove any barriers for regular attendance
- Establish boundaries and challenge behaviour of concern. Mentor, coach and support individuals, encouraging greater social inclusion and support the participants' emotional and mental wellbeing
- To create a structured accreditation plan and deliver a Level 3 or 4 SQA Unit, in partnership with the Creative Lead
- Plan and deliver 'life skills' activities, improving young people's personal skills, identifying relevant issue-based training to participants as and when required
- Create an individual action plan for each young person you work with and support them to achieve this in line with the project outcomes through 1-2-1's and post programme support.
- Work in partnership with families and other key support in the young person's life for example referrers, parents, legal guardians, school contacts and social workers, in order to build a strong support network
- Responsible for implementing Impact Arts' Child and Vulnerable Adult Protection Policies and following all procedures to do with Safeguarding in line with best practice
- To successfully engage with local community stakeholders and partner organisations, to allow us to signpost participants as and when necessary, as well as research and connect with progression and personal development opportunities for participants
- Regularly update and report to Co-ordinators and/or Programme Manager to ensure targets and outcomes are being met and to raise any concerns
- Responsible for day-to-day administration (and Salesforce data entry, where appropriate) when projects are live i.e. registers/participant evaluation/participant travel costs and expenses/project evaluation/case studies /internal communications, alongside the Creative Lead

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Evaluation

- Produce detailed weekly updates on the young people's engagement and development
- Write delivery reports with Creative Lead, outlining work achieved
- If required, work with our external evaluators to measure young people's achievement against outcomes

You will need to build into your delivery plans methods for evaluating Impact Arts and funder specific outcomes. Training will be provided on evaluation requirements.

Person Specification:

Impact Arts is looking for people with the following qualities, experience, knowledge and competencies.

Qualifications and Experience

SCQF level 9 in a relevant discipline

Relevant qualifications/experience with a specific industry is desirable.

At least two years' experience in delivering support work/wellbeing activities in diverse community settings

Technical Skills and Knowledge

Competent IT skills including MS 365 (Word, Excel, PowerPoint and Outlook)

Good time management skills and ability to meet deadlines

Ability to manage budgets

Excellent self-management, organisational and planning skills

Personal Skills and Qualities

Excellent interpersonal & communication skills

Approachable and empathetic manner

Energy and commitment

Imaginative with ability to generate new ideas to develop the project

Self-motivated and able to work on own initiative, analysing and solving problems

An interest in relevant and current issues that affect young people

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A sense of humour and a passion for supporting young people

Strong team player, allowing everyone to play to strengths

Disclosure Scotland

Successful candidates will be required to join the PVG scheme or to apply for a PVG update.

The cost of this will be covered by Impact Arts.

Please note that no work with participants can be undertaken until the PVG has been received by Impact Arts. This is in line with the Disclosure (Scotland) Act 2020.

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