

Freelance Youth Work Tutor (Lead or Associate)



Location:	Hybrid – mix of online evening sessions and in-person delivery across the Thames Valley (primarily Marlow and surrounding locations)
Fee:	From £1,250 (Associate Tutor) to £2,100 (Lead Tutor) per cohort, depending on role and qualification level (see Pay and Expenses section for details)
Contract type	Freelance (self-employed – responsible for own tax and NI)

Application closing date: Sunday 23 November 5pm

Interviews: Friday 5 December (In person Marlow, Bucks)

About us and the role

Brighter Futures Together (BFT) is a small, not-for-profit organisation working with young people and communities to create brighter futures. We run youth projects, training, consultancy, and systems-change work, always with a focus on inclusion, lived experience, and youth voice.

We're becoming an approved centre to deliver accredited Youth Work qualifications at Levels 2 and 3.

This is an exciting opportunity to join us at the start of that journey and play a key role in training and inspiring the next generation of youth workers, while helping raise the standard of youth-work practice across our region.

We're recruiting for two levels of freelance tutor:

- **Lead Tutors** – experienced trainers who can deliver independently and contribute to curriculum design and assessment.
- **Associate Tutors** – skilled youth-work practitioners stepping into a tutoring role for the first time, co-delivering while developing their teaching and assessment experience.

Both roles are vital to our vision. This isn't just about delivering a course – it's about building the future of youth work, equipping others with the skills, confidence and values to help young people thrive.

What You'll Be Doing

You'll be part of a small, supportive team delivering accredited Youth Work qualifications that meet national standards and the required Guided Learning Hours (GLH).

Your specific responsibilities will depend on whether you're joining us as a Lead Tutor or an Associate Tutor, but may include:

Core Responsibilities (all tutors)

- Plan and deliver high-quality training sessions that are interactive, engaging, and grounded in youth-work values.
- Use a blended delivery approach, combining online evening sessions with in-person Saturday workshops.
- Facilitate group discussion and peer reflection through *Peer Learning Circles*, encouraging collaboration and shared learning.
- Support learners to build portfolios and meet assessment criteria, providing clear structure and encouragement throughout the course.
- Provide constructive feedback and guidance to help learners reflect, improve, and grow in confidence.
- Track learner progress and maintain accurate records of attendance, feedback, and assessment decisions.
- Model inclusive and accessible practice, ensuring learners with diverse needs are supported and able to thrive.

Additional Responsibilities for Lead Tutors

- Observe learners in practice for Level 2 Certificate and Level 3 qualifications.
- Lead on assessment decisions and ensure compliance with the awarding body and internal quality assurance standards.
- Work closely with BFT's Internal Quality Assurer (IQA) to support moderation, consistency, and best practice.
- Contribute to the design and improvement of course materials, resources, and delivery methods.
- Provide informal mentoring and support to Associate Tutors or new team members where appropriate.

Example – Level 2 Award Delivery Model

The Level 2 Award typically runs over 12–14 weeks, combining:

- 3 in-person Saturday workshops
- 2 short online evening sessions
- 2 peer learning circles, and
- Structured guided tasks completed between sessions

This model supports learners to consolidate their knowledge, apply it in practice, and complete portfolio work with regular tutor guidance and feedback.

Tutors delivering higher-level qualifications (e.g. Level 3) will follow a similar blended model, with additional delivery days and assessment observation agreed in advance.

Pay and Expenses

We are a small not-for-profit organisation, and all surplus generated through our training is reinvested directly into youth projects that help young people thrive. We aim to balance fair and competitive pay for tutors with affordable course fees for learners.

We recognise that people bring different levels of experience and responsibility to the role, so we operate two tutor pathways:

- **Lead Tutor** – experienced trainers who can deliver independently, assess portfolios, and contribute to curriculum design and quality assurance.
- **Associate Tutor** – skilled youth-work practitioners stepping into a tutoring role for the first time, co-delivering while developing their teaching and assessment experience.

Rather than paying by the hour, we agree a set course fee per cohort, reflecting all delivery, preparation, learner support, assessment, and administration.

This approach keeps things transparent and focused on quality and learner experience — not clock-watching.

Current course fees (for the NOCN Level 2 Award in Youth Work Principles – 73 GLH / 110 TQT):

Lead Tutor – £2,100 per cohort

- Covers all delivery (in-person and online), planning and preparation, learner support, portfolio assessment and feedback, standard admin and moderation. Includes travel within the Thames Valley area.

Associate Tutor – £1,250 per cohort

- Covers co-delivery alongside a Lead Tutor, learner support and reflection activities, and light admin (no formal assessment responsibility).

Fees for higher-level qualifications (e.g. Level 2 Certificate or Level 3 Certificate/Diploma) will be set at a higher rate, proportionate to the Guided Learning Hours and assessment requirements, and confirmed in advance for each cohort.

All course materials, templates and assessment tools are provided. Any additional work – such as updating materials, completing extra assessment or supporting internal quality assurance – will be agreed in advance and paid at £30 per hour.

Payments are normally made in one or two instalments per cohort (agreed in advance).

All surplus income from training is reinvested into Brighter Futures Together's youth projects.

Skills & Experience We're Looking For

We're looking for someone with a deep commitment to youth work values and current practice.

You might already be an experienced tutor, or you could be a skilled practitioner who has never delivered accredited training before but is ready to take that next step.

Either way, you'll need to bring:

- Strong, up-to-date knowledge of youth work theory and practice.
- The ability to inspire learners, connect with their experiences, and model best practice.
- A willingness to engage with assessment and quality processes, even if this is new to you, we'll provide support and guidance

You'll Bring

- A degree in Youth & Community Work (JNC Level 6) or equivalent.
- At least five years' substantial youth work experience, including some leadership responsibility.
- A strong, current understanding of youth work values, theory, and practice.
- Inspiring facilitation skills, or the potential to develop them, creating sessions that are engaging and inclusive.
- Confidence to share real-world experience and support learners to reflect on their own practice.
- Good organisational skills to plan and track learning and a willingness to learn about assessment if this is new to you.
- A collaborative, reflective approach and a commitment to inclusion.
- Ability to travel to in-person delivery venues in the Thames Valley area.
- An Enhanced DBS check, or readiness to obtain one before starting.

Bonus If You...

- Have delivered Youth Work qualifications or similar accredited training before.
- Hold a postgraduate qualification in youth work or a related field.
- Hold a teaching, training, or assessment qualification (A1, TAQA, PTLLS, DET, or equivalent).
- Bring specialist knowledge of areas such as mental health, youth participation, trauma-informed practice, inclusion, or detached youth work.
- Understand workforce development initiatives, such as National Youth Agency (NYA) bursaries or sector-led training.
- Have experience mentoring or supervising youth workers or volunteers, helping them reach their full potential.

Support provided

You'll be supported throughout by the Brighter Futures Together team, with:

- A friendly induction to our values, delivery model and systems.
- Ready-made course materials, templates and assessment tools.
- Ongoing support from our Internal Quality Assurer (IQA).
- Mentoring and professional development for those new to teaching or assessment.
- A collaborative, reflective team culture that values feedback and growth.

Time & Flexibility

This freelance role is designed to fit around other work or commitments. Tutors need to be available for Saturday daytime delivery and occasional weekday evenings for online sessions or learner support.

Exact schedules and fees are confirmed before delivery begins.

How to apply

To apply, please send:

1. A covering statement (written, video, or voice note) telling us:
 - Why this role interests you.
 - How you meet the essential criteria
 - What experience and strengths you would bring to BFT and our training programme.
2. A CV or brief overview of your relevant experience, including your youth work qualifications.
3. Contact details for two referees (we won't contact them without your permission).

Please email your application to hello@brighterfuturestogether.org.uk by Sunday 23 November at 5pm.

If shortlisted, you'll be invited to an in-person interview on Friday 5 December 2025

We'll also ask you to complete a short skills task, such as reviewing a training activity or sharing how you would approach a scenario, to help us understand your approach to facilitation and assessment.

Our Commitment to Inclusive Recruitment

We are committed to inclusive and accessible recruitment.

If you need adjustments to the application process or would like to apply in a different format, please let us know -we'll be happy to work with you to find the best approach.

Additional information

This is a freelance/self-employed opportunity. The successful applicant will be responsible for their own tax and National Insurance contributions. The hourly rate reflects that travel and incidental costs are included within the fee.

We'll agree a freelance contract and payment schedule with you.

You'll also need to have the right to work in the UK. This could include a UK or Irish passport, a valid visa, or settled/pre-settled status. We'll ask to see evidence of this before you start.

For queries, please email: hello@brighterfuturestogether.org.uk