

## YOUR NEW ROLE AT THE TRUST

<b>JOB TITLE:</b>	Youth Development Lead – Foundations	<b>PAY BAND:</b>
<b>FUNCTION:</b>	Delivery	Support <b>Delivering</b> Specialist/Managerial Technical Lead/Function Head Senior Leadership Team
<b>THE TEAM:</b>	The King's Trust Delivery Team change young people's lives. They will support directly and digitally, through partnerships and volunteers thousands of young people across the UK each year.	











## WHERE YOU WILL FIT

Delivery Director	Senior Head of Delivery	Head of Delivery	Delivery Manager	<b>Youth Development Lead</b>
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## HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

Since 1976, our Delivery Teams have given over 1 million young people hope for the future. With a mix of outdoor activities, off-site residential stays, and virtual personal development sessions on MS Teams, you will inspire and create opportunities for young people to boost their confidence and gain skills.

## WHAT WILL YOU DO?

-  Collaborate with Outreach and Marketing colleagues and our contact centre, to ensure young people are safely and successfully recruited and engaged.
-  Build rapport with individual young people, exploring & identifying barriers to maximise their engagement and progression into sustained outcomes.
-  Be responsible for a caseload of young people, providing one-to-one support and guidance with signposting where necessary.
-  Ensure all delivery is completed within our quality frameworks and complies with safeguarding, health and safety, and data protection policies.
-  Support the onboarding, training and management of delivery partners and service providers per assurance guidelines ensuring high-quality experience and outcomes for young people.
-  Develop and deliver personal development sessions for our foundation programmes either directly or in collaboration with Delivery Partners, both face-to-face and virtually (using MS Teams). This includes outdoor learning and off-site residential stays.
-  Collaborate with partners and external support agencies to ensure young people have a range of support and progression opportunities.
-  Accurately record information and data on young people, volunteers, or partners to ensure each stage of the journey is accurately reflected on our systems and complies with the relevant aspects of our funding contracts.
-  Coordinate the programmes day-to-day finances and procurement issues, including processing payments and expense claims for young people.
-  Champion Equality, Diversity and Inclusion encouraging positive action and change through the implementation of a local action plan that supports our overall aims within EDI.
-  Perform other duties as may reasonably be required by The Trust, including deputising as appropriate on activities relevant to the area of responsibility.

# THE SKILLS YOU'LL BRING



All of the roles at The Trust are key to our success and there are certain skills we need to be successful. And while we will shortlist the most qualified people for the role, we ask everyone for a supporting statement. If you think you could do the role, but don't have all the desirable experience, we would still love to see an application from you.

## WE REALLY NEED YOU TO HAVE THESE

Skills & Knowledge	Why do we need this?
Ability to manage a caseload of young people and prioritise their support	No day is the same, being able to manage the needs of a varied caseload and engage multiple young people at the same time is key to the success of our young people
A strong understanding of the challenges young people within The Trust's target groups face.	You will work with young people from a variety of disadvantaged backgrounds and will be responsible for aiding them to overcome barriers to accessing support
Sound knowledge and understanding of safeguarding principles and protocols, and the ability to identify and respond to safeguarding concerns	We work with young people with a wide variety of backgrounds and support needs. It is imperative that we support them in a safe environment and can manage quickly developing situations with confidence
Ability to work flexibly to occasionally support delivery commitments such as overnight residential or extended hours	We know young people can make great leaps when given a challenge, the Explore programme creates these situations in dynamic environments.
Experience	Why do we need this?
Experience supporting young people to overcome barriers to accessing education, employment, or training	You will be working directly with young people and responsible for helping them overcome challenges to progress towards outcomes
Experience in developing and sustaining relationships with stakeholders and delivery partners to enable high-quality delivery to young people.	You will support various delivery partners to enable high-quality delivery of our content to young people
Excellent organisational skills, with an ability to take initiative and work under pressure in challenging environments.	Working directly with young people, it is essential to be adaptable and resilient in the face of challenge
Experience in developing and delivering training and personal development interventions	Some of our foundation programmes are direct delivery interventions, where you will be responsible for delivering high-engagement activities to young people

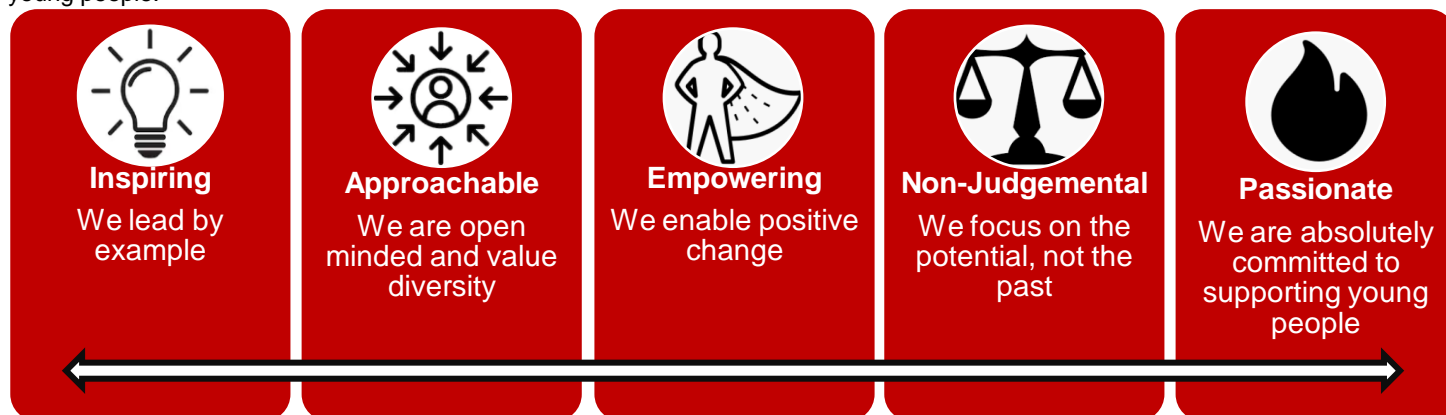
## WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Qualifications, skills and experience in outdoor learning, creative arts, or sport	These qualifications directly influence the breadth of sessions we can offer young people.
Experience in working with and delivering training/educational activity to young people from diverse backgrounds and needs including experience in managing challenging behaviour (disruptive and/or disengaged).	The King's Trust is committed to ensuring that, wherever possible, its programmes are accessible to all Young People who need our help by making reasonable adjustments according to need
Working effectively across different departments and teams to drive shared results.	At The King's Trust, we have a one-team approach. You must be able to work with different functions to support the trust on many priorities
Skills & Knowledge	Why do we need this?
Accurate data input recording on CRM systems	We need to accurately record who we work with and evidence their progress to demonstrate the impact of our programmes on our young people & supporters
Youth working or educational qualifications, skills, and experience	Specialist knowledge and skills to enhance their experience is beneficial
Knowledge of local provision for young people.	Knowing the challenges young people face in the community you are working within and understanding the support that is available sets you and young people up to succeed.
Knowledge of relevant statutory and voluntary services available to young people and their parents/carers in the local area	To signpost and equip young people with the best support and opportunities available to them
Hold first aid and level 2 food hygiene qualifications or be able to train towards.	This is required for sessions on Explore where independent living skills sessions are held regularly as well as offsite outdoor learning
Minibus driving licence and/or car licence	This widens our area of activity to more remote and therefore engaging locations.

# WHAT DO WE EXPECT FROM YOU?

## OUR VALUES

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.



Here at The King's Trust, we're committed to equality, diversity and inclusion. We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity and perspective. Our goal is to create an environment where everyone, from any background, can be themselves and do the best work of their lives.

We're a Stonewall Diversity Champion and we are Disability Confident employer. Our staff, volunteers and young people are supported by KT CAN (our Cultural Awareness Network), KT GEN (Gender Equality Network), KT DAWN (Disability & Wellbeing Network) and PULSE (LGBTQIA+ Network). For more information, [click here](#).

## OUR BEHAVIOURS

We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public. As someone who works at the delivery level, we would expect that you live these behaviours.

Leading by Example	Continuous Improvement	Effective Communication	One Team	Delivering Results
<p>You inspire others through passion for what we do</p> <p>You keep young people and our end goal in mind</p> <p>You build trust in others by demonstrating reliability</p> <p>You engage in challenges with optimism and resilience</p> <p>You're authentic and bring your unique talents to work, encouraging others to do the same</p>	<p>You seek out opportunities afforded by change, adapting accordingly and to enhance own development and build expertise.</p> <p>You suggest improvements and alternative approaches wherever appropriate</p> <p>You give and receive feedback, harnessing new information to improve your own performance</p>	<p>You're approachable, clear and professional</p> <p>You treat people as individuals, tailoring communication and influencing style accordingly.</p> <p>You communicate difficult messages and challenge others' thinking effectively</p> <p>You listen to others with empathy and sensitivity</p> <p>You act as an ambassador for The Trust whenever communicating externally</p>	<p>You offer support to colleagues and ask for help when needed</p> <p>You manage the expectations of others, gaining buy-in where required</p> <p>You share knowledge and information</p> <p>You build relationships with others across The Trust and externally, where appropriate</p> <p>You act as an ambassador for your own team across The Trust</p>	<p>You manage projects effectively; planning, organising resources and reprioritising as required</p> <p>You monitor progress towards milestones, taking actions to ensure deadlines are met</p> <p>You make effective, data-driven decisions, considering consequences and consulting with others where appropriate</p> <p>You take the initiative to solve problems and develop several potential solutions</p>

## THE WELFARE OF OUR YOUNG PEOPLE

The King's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of this commitment, we undertake basic disclosure checks per the Codes of Practice for all roles within The Trust, and for our roles working directly with young people, at an enhanced level. Having a criminal record will not automatically exclude applicants.