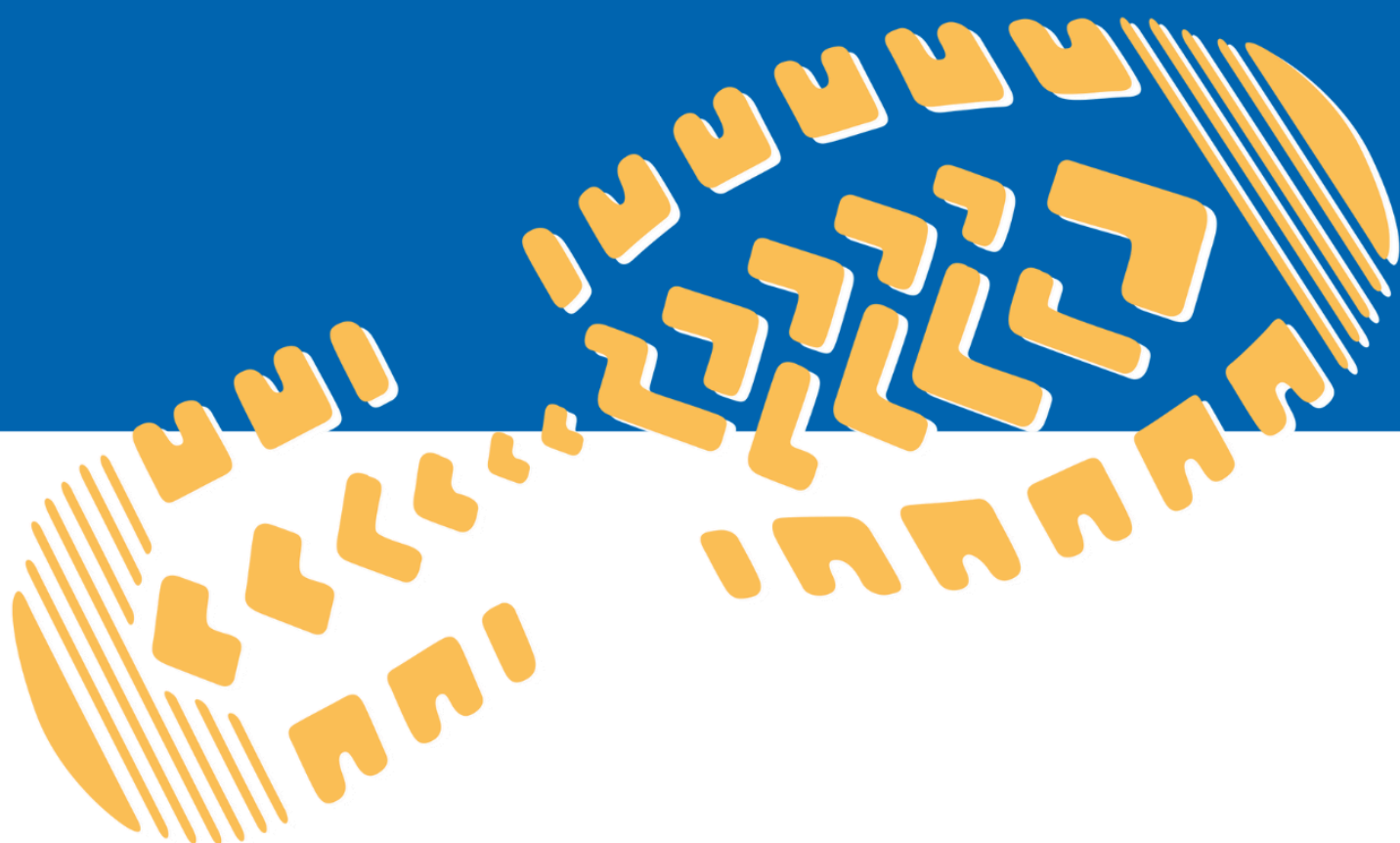


Youth Adventure Trust

Resilience Programme

Lead





Summary

- Title:** Resilience Programme Lead
- Reports To:** Director of Programmes & Development
- Salary:** £32,000 - £35,000 per annum, depending on experience
- Location:** Home-based, flexible with easy access to the Somerset area
- Contract:** Permanent, full time
- Holiday:** 25 days per annum plus public holidays
- Application:** Application form
- Closing Date:** Thursday 21st November at 9am

The post is subject to a six months' probationary period.

The Charity

The Youth Adventure Trust is a youth development charity working with vulnerable young people aged 11 to 16 years old from Somerset, Wiltshire and Swindon. Our outdoor activity based YAT Adventure Programme enables young people to challenge themselves, experience success, learn to go beyond their own expectations and grow in confidence. Through a series of residential camps and day activities they are able to build resilience, self esteem and develop social and life skills. The YAT Resilience Programme works to the same outcomes through a year long programme of monthly activities, home-based challenges and reflective practice. Our Mentoring Programme works with those young people in need of some additional individualised support at the end of our other programmes. The Trust's Bursary Programme is open to all those young people who have completed an initial programme, in order to assist their next steps into further activities. Our aim is to make a lasting improvement to the lives of vulnerable young people. All our services are provided completely free of charge to the young people who are nominated by schools and other youth organisations to take part.



The Role

We are looking for a dynamic, motivated and inspiring individual to oversee and lead our new YAT Resilience Programme. Following a successful pilot in Wiltshire in 2023, we are now launching the programme in Somerset, a new geographical location for the Youth Adventure Trust. This is an exciting opportunity to be at the forefront of YAT's growth, leading our first move outside of Wiltshire and Swindon. There is plenty of scope to develop this new programme, ensuring it meets its objectives and gives the best possible opportunities to the vulnerable young people who are referred to build their resilience and therefore improve their future lives.

The Resilience Programme Lead will be responsible for;

- developing the content of the Resilience Programme including identifying, arranging and booking activities and other opportunities; and developing complementary materials such as reflective journals, take home challenges, online support and session plans for individual support.
- delivering the Resilience Programme to groups of young people, ensuring the highest standards of safety, wellbeing and engagement, acting as the key point of contact for them and their parents/carers throughout, and ensuring they get the maximum benefit from the opportunity.
- the continued review and development of the programme content, experience and learning opportunities to ensure maximum outcomes and that programme objectives are fulfilled. You will seek the views and feedback of young people, and include them as well as other stakeholders in its development. Having a high quality programme that meets its aims is of the utmost importance to YAT and this will require a reflective, insightful and creative leader.
- monitoring the impact of the programme on the young people taking part through use of our outcomes measurement tool and seeking feedback from young people, parents, referral agencies and volunteers. Reporting on this impact through success stories, data and analysis.
- working with the referral schools and young people's families to promote understanding of the benefits of the programme, effective participation and ensure they have all the information they require. Providing parents/carers and referral schools with feedback to help support the young person's development and wellbeing.



- line management for other Resilience Programme Managers, overseeing their workflow and delivery of the programme.
- working with the Volunteering Lead to recruit, train, support, organise and prepare volunteers who will work on the programme, including providing training and ensuring safe working practices and the highest standards of care and safeguarding. On activities you will oversee staff and providers who are brought in to support the delivery of the programme.
- overseeing the programme budget and ongoing expenditure review to ensure it is on track and achieves best value.
- overseeing and developing the programme's website pages, database usage and administrative systems.
- scoping out and creating opportunities, contacts, networks and support in Somerset in order to raise YAT's profile in the county.
- supporting the fundraising team through providing feedback, reports and supporting information to help acquire and maintain funding for the programme.
- attending parts of the YAT Adventure Programme, other events and volunteer training throughout the year in order to support the wider functions of the charity.
- acting as an ambassador for the Youth Adventure Trust at all times.

The Candidate

To be up to the challenge you'll need an excellent understanding and a proven track record of relevant experience working with vulnerable and challenging young people. You'll need demonstrable skills at building effective relationships with a wide range of stakeholders; young people, parents/carers, schools, volunteers, professional organisations and providers. You'll need strong leadership and motivational skills; the capacity to get the best out of people and confidently deal with complex issues and challenges. You'll be an excellent communicator, planner and problem solver, a strong team player and an exemplary role model.

We need someone with;

- knowledge, understanding and commitment to the highest standards of safeguarding, and dedication to promoting the welfare and safety of young people.



- relevant experience of managing, supporting and developing secondary age young people in a group setting, as well as through individual work.
- experience and interest in outdoor and adventurous activities.
- strong leadership skills to motivate, support, energise and manage a team.
- skills to train and develop new and existing staff, ensuring they feel well supported and are able to fulfil their role to the highest standard.
- relevant experience of working with volunteers in the Third Sector, including recruiting, supporting and managing volunteers.
- experience of delivering training and strong facilitation skills.
- experience of working in partnership with other professional organisations.
- self-motivation with the ability to work on their own initiative to plan and manage their workload.
- strong IT skills including experience of MS Office, web based platforms and databases.
- excellent administrative skills and a methodical and thorough approach.
- the ability to perform well and problem solve in high-stress and changing situations. The ability to be flexible and dynamic in approach.
- excellent communication and interpersonal skills.
- a positive attitude, high energy and enthusiasm for the work of the Youth Adventure Trust; an understanding of the positive impact outdoor adventure can have on vulnerable young people, and a desire to help inspire young lives.

In addition:-

- The ability to work flexible hours, evenings and weekends as required is essential - if you are looking for a predictable 9-5 work environment, this won't be the right fit.
- A full current driving licence and access to your own vehicle is required.

Safer Recruitment

The Youth Adventure Trust is committed to safeguarding and promoting the welfare of young people and requires all employees to share this commitment. The suitability of all prospective employees



will be assessed during the recruitment process in line with this commitment and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

Please be advised;

- a satisfactory Enhanced DBS Disclosure with Children's Barred List will be required for this post;
- we will seek references on shortlisted candidates before interview, and may approach previous employers for information to verify particular experience or qualifications;
- if the applicant is shortlisted, any relevant issues arising from his or her references or application will be taken up at interview;
- in accordance with due diligence checks, online searches may be conducted as part of the selection process on shortlisted candidates;
- if the applicant is currently working with children, on either a paid or voluntary basis, his or her current employer will be asked about disciplinary offences relating to children, including any in which the penalty is "time expired" (e.g. where a warning could no longer be taken into account in any new disciplinary hearing), and whether the applicant has been the subject of any child protection concerns, and if so, the outcome of any enquiry or disciplinary procedure. If the applicant is not currently working with children but has done so in the past, then contact will be made with that employer who will be asked about these issues; and
- applicants should note that providing false information is an offence and could result in the application being rejected, or dismissal if the applicant has been selected, and possible referral to the police.

Please review our Safeguarding Policy available at www.youthadventuretrust.org.uk/policies

How to Apply

Please complete the Application Form which includes the opportunity to outline why you think you are suitable for this role, making specific reference to the Job Description and Person Specification above.

The Application Form should be returned to:

Tessa Woodrow, Director of Programmes and Development



By Email:

Tessa@youthadventuretrust.org.uk

By Post:

Youth Adventure Trust
Windmill Hill Business Park
Whitehill Way
Swindon
SN5 6QR

Applications Closing Date: 9am on Thursday 21st November 2024

Shortlisted candidates will be notified on Friday 22nd November

Interview Date: Thursday 28th November 2024

The Youth Adventure Trust sincerely thanks all those who apply, however only those considered for an interview will be contacted.

Unfortunately we are unable to reimburse interview expenditure incurred.

Data Protection Statement

For information about how we use your data, please see the Privacy Policy on our website www.youthadventuretrust.org.uk/privacy, or request a hard copy by calling 0330 123 2446.

Equal Opportunities and Diversity Statement

The Youth Adventure Trust is an equal opportunities employer, values diversity and is strongly committed to providing equal employment opportunities for all employees and all applicants for employment.

Additional documentation:

- Application form
- Recruitment of Ex-offenders Policy
- Example Reference Questions