



Post: Community Engagement Lead

Location: Oasis Ashburton Park (Youth & Community Team) Oasis Academy Shirley Park and Oasis Academy Arena

Working Pattern: 40 hrs per week, including some evenings and occasional weekends.

Contract Length: 1 Year fixed term

Responsible to: Under the day-to-day management and leadership of the Oasis Ashburton Park Youth & Community Leader

Responsible for: Young people, children and adults with whom the project works

Salary Grade: Grade D £33,725

Disclosure Level: Enhanced

The Community Engagement Lead is a key neighbourhood leadership role within Oasis Hub Ashburton Park, working alongside Oasis Academy Shirley Park, Oasis Academy Arena and the wider community.

The postholder will strengthen the protective factors around children and young people in Croydon by building trusted relationships, increasing access to positive opportunities, developing pathways for participation and leadership, and connecting young people and families into a wider ecosystem of support to promote their engagement with education.

Drawing on Oasis' commitment to building stronger communities, the Community Engagement Lead will help cultivate a community where everyone is included, can contribute, and is able to reach their full potential. Working through a relational, restorative and community-oriented approach, the role will support children, young people and families to experience belonging, agency, hope and opportunity.

The role sits at the intersection of education, youth work, family support and community development, acting as a bridge between young people, schools, families, local organisations and statutory partners. It will contribute to Oasis' wider mission of strengthening neighbourhoods, pioneering innovative approaches to youth support and influencing practice across the wider system

Background

Oasis believes that strong communities are the greatest protective factor in a young person's life. Through long-term relationships, meaningful participation, quality opportunities and integrated support, young people are supported to thrive.

Following the tragic loss of two Oasis Academy Shirley Park students to knife crime, the Community Engagement Lead role was established to strengthen the connection between young people, their schools, families and community. The role sits within a growing Oasis commitment to developing place-based, integrated models of support that bring together education, youth work, family support and community leadership.

The success of this approach has demonstrated the value of relationship-centred and community-based interventions in improving outcomes for children and young people.

Community Engagement Lead

The Community Engagement Lead is a key role within Oasis Ashburton Park, working alongside Oasis Academy Shirley Park, Oasis Academy Arena and the wider community to strengthen the support network around children and young people. Through leading the Prevention Programme, the postholder will help connect young people to trusted relationships, positive opportunities and coordinated support that enables them to thrive.

The Prevention Programme is a proactive, relationship-based initiative that engages young people both within the academies and across the community. Its aim is to strengthen belonging, aspiration, confidence and opportunity, helping young people develop the skills and relationships needed to reach their potential and contribute positively to their communities.

Working across education, youth work, family support and community development, the Community Engagement Lead will build strong partnerships with young people, families, schools, community organisations and statutory agencies. The role will act as a bridge to services and opportunities across Croydon, creating joined-up pathways that respond to local needs and build on community strengths.

The postholder will also identify gaps in provision and help design new projects and interventions where existing services do not fully meet the needs of young people and families. Using local insight and the lived experiences of young people, they will support the development of innovative, community-led approaches.

We are seeking someone who is passionate about helping young people discover purpose, build positive relationships, develop leadership skills and become active contributors to their communities. The successful candidate will have experience working with young people in school, youth or community settings, a strong understanding of the challenges and opportunities facing young people in Croydon, and a belief in young people as active agents of change.

They will be an excellent communicator, able to build relationships with a wide range of stakeholders and turn complex information into practical action. Strong organisational

skills, emotional intelligence, collaboration, creative problem-solving and proficiency in Microsoft Office applications will be essential to success in the role.

Key Responsibilities

- Build authentic, trusting and sustained relationships with children, young people and families, placing belonging and relationship at the heart of all practice.
- Lead the delivery and development of the Prevention Programme across Oasis Academy Shirley Park and Oasis Academy Arena.
- Coordinate an integrated network of support around young people, bringing together schools, youth organisations, community groups, statutory services and family networks.
- Ensure young people have access to positive opportunities, trusted adults, mentoring, youth provision, volunteering, education, employment pathways and community activities.
- Develop approaches that strengthen young people's voice, agency and leadership opportunities, recognising young people as active contributors to community life. [
- Support young people to build positive identities, aspirations and future pathways, helping them to realise their strengths, talents and potential.
- Work alongside families to strengthen resilience, participation and connection to local support networks.
- Identify gaps in local provision and co-design innovative responses with young people, residents, schools and partners.
- Champion relational, restorative and trauma-informed practice across the Oasis Ashburton Park and Academy communities.
- Support the development of an integrated neighbourhood approach that connects education, youth work, family support, wellbeing and community development.
- Ensure effective monitoring, evaluation and learning, using evidence, community insight and young people's experiences to continuously improve provision.
- Contribute to Oasis' wider learning, innovation and system-change agenda by identifying effective practice and sharing learning across the organisation.

Key Duties

- Develop a detailed understanding of the lived experience, strengths, relationships, aspirations and challenges of young people engaged in the Prevention Programme.
- Work alongside young people to develop personalised pathways of support that build on strengths and interests rather than focusing solely on risks or deficits.
- Map and maintain knowledge of community assets, opportunities, organisations and services across Croydon.

- Build partnerships with schools, community organisations, faith groups, employers, statutory agencies and residents to create pathways into opportunity.
- Facilitate young people's participation in sports, arts, volunteering, work experience, social action, mentoring, youth leadership and community projects.
- Create opportunities for young people to influence decision making, contribute their voice and shape services and programmes.
- Support young people at key transition points, including school transitions, exclusion risk, alternative provision placements and post-16 progression.
- Work closely with safeguarding teams to ensure contextual safeguarding informs all aspects of community engagement practice.
- Gather and utilise community intelligence and local insight to identify emerging needs and opportunities within the neighbourhood.
- Support the development of a culture of belonging, inclusion, dignity and participation across the Hub and Academy communities.

Job Specification of Community Engagement Lead

	Essential	Desirable
Qualifications	Relevant professional qualification in Youth & Community Work (JNC), Teaching (QTS), Social Work (QSW), Community Development or related field at DipHE level or above or substantial equivalent experience demonstrating competence in youth, community or family support work.	Degree-level qualification in a relevant discipline. Training in safeguarding, trauma-informed practice, restorative practice, youth participation or community development.
Experience, Skills & Knowledge	Proven experience working with vulnerable, disadvantaged and/or at-risk children and young people. Experience of developing and delivering youth, community or prevention-focused programmes. Experience of working with young people on a one-to-one and group-work basis. Experience of building effective relationships with families and wider community stakeholders. Experience of working collaboratively with schools, statutory agencies, voluntary sector organisations and	Experience within education, youth work, community development or family support settings. Experience coordinating volunteers, mentors or sessional staff. Experience of partnership development and multi-agency working. Experience of developing

	community groups. Knowledge of safeguarding, contextual safeguarding and relevant child protection procedures. Knowledge of issues affecting children, young people and families, including exploitation, serious youth violence, social exclusion, mental health and educational engagement. Understanding of relational, restorative and strengths-based approaches to supporting young people. Ability to engage, motivate and empower young people from diverse backgrounds. Excellent communication and relationship-building skills. Strong organisational, administrative and case-management skills. Ability to assess needs, identify opportunities and coordinate appropriate support pathways. Ability to monitor outcomes, maintain records and use data to evidence impact. Competent IT skills, including Microsoft Word, Excel, Outlook and PowerPoint. Proven ability to work effectively as part of a multi-disciplinary team.	programmes informed by the voice and lived experience of young people. Experience of community engagement, community organising or place-based working. Experience securing opportunities for young people through external partners, employers or community organisations. Knowledge of Croydon's youth, education, community and support landscape. Experience of project development, monitoring and evaluation. Understanding of trauma-informed practice and youth participation methodologies.
Other Qualities & Attributes	Ability to build authentic, trusting and sustained relationships with children, young people and families. Strong commitment to inclusion, participation, belonging and social justice.	Commitment to community development and systems change. Passion for developing young people's leadership,

	Passionate advocate for the potential of children and young people. Self-motivated and able to work independently and collaboratively. Resilient, emotionally intelligent and solutions focused. Able to take initiative, manage competing priorities and work under pressure. Professional, reliable and accountable. Creative thinker with strong problem-solving skills. Flexible approach to working hours, including evenings and occasional weekends. Commitment to safeguarding and promoting the welfare of children and young people. Willingness to undergo appropriate checks, including Enhanced DBS clearance. Fully supportive of the vision, values and ethos of Oasis.	participation and agency. Understanding of Oasis' Theory of Change and commitment to relational and community-centred practice.
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