

Alliance Manager

Job pack 2024



Anna Freud
building the mental
wellbeing of the
next generation

About the Alliance

What and who is the Alliance?

In line with the Mayor's Office for Policing and Crime (**MOPAC**) ambition to offer one holistic and better integrated service to London's children and young people impacted by violence and exploitation, the contract has been awarded to an alliance of organisations. This type of commissioning aims to improve outcomes-based services, leveraging the knowledge, skills and experiences of different organisations to achieve a common goal.

The Alliance organisations are **Safer London, St Giles Trust, New Horizon Youth Centre, and Anna Freud**. MOPAC also forms part of the Alliance. All Alliance members have signed one, multi-party agreement and retain their organisational independence, but are jointly accountable for delivery.

Together, the charities have 175 years' experience improving the lives of children and young people, and their families, and delivering high quality interventions to those impacted by violence and exploitation. Across the newly formed Alliance there is significant experience of providing consistent, holistic and easy-to-navigate support to young Londoners impacted by violence and exploitation.

The Alliance has been developed to bring together the strengths of each of the charities, embed learnings, and to ensure that practice evolves through delivery. The Alliance are committed to achieving and evidencing positive outcomes for young Londoners, families, communities, and the services, networks and systems around them through this work.

Activity across the Alliance will be underpinned by Adaptive Mentalization Based Integrative Treatment (AMBIT). AMBIT was developed at Anna Freud as an approach to helping people who have multiple needs, particularly those who find it difficult to trust in helping services. AMBIT recognises that mistrust in helping services tends to be an adaptive response to experiences such as relational trauma, adverse community experiences, discrimination, exclusion and previous negative experiences of services.

AMBIT offers a range of principles and practices that support teams and networks to improve the help they offer by concentrating not only on direct work with clients, but by paying equal attention to how teams and networks function in high-risk and high-stress contexts, and to how they are able to continually learn and adapt. The intention is for AMBIT to inform how we develop ways of working together as an Alliance. The Alliance Manager will be trained in AMBIT alongside the wider integrated team.

Find out more about the Alliance members

[MOPAC](#)

[Safer London](#)

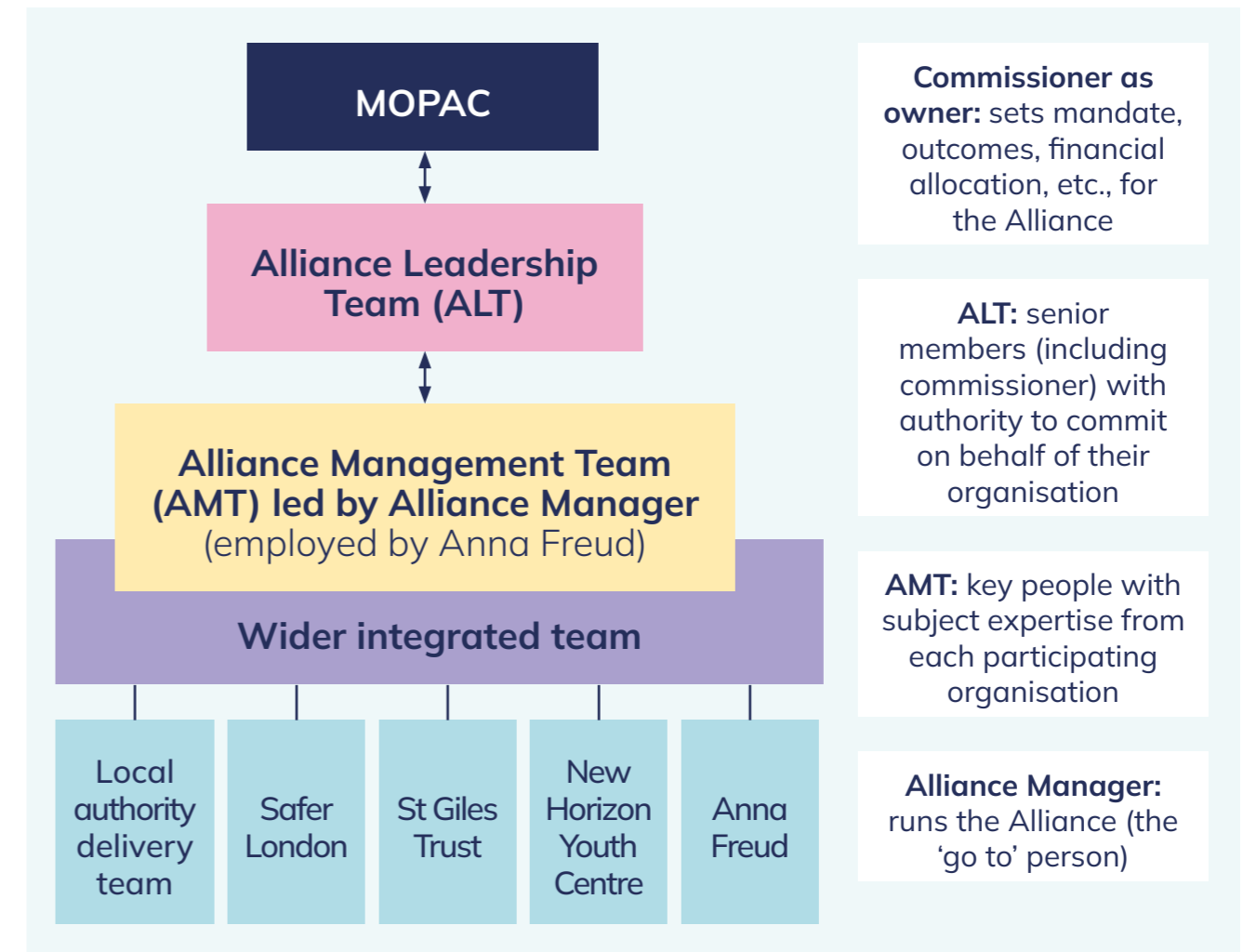
[St Giles Trust](#)

[New Horizon Youth Centre](#)

[Anna Freud](#)



Governance structure



M O P A C

MAYOR OF LONDON
OFFICE FOR POLICING AND CRIME

St Giles

**NH
YC** NEW HORIZON YOUTH CENTRE

saferlondon

Anna Freud

About the Service

What is the Alliance delivering?

What is the Service?

The London Children and Young People's Violence and Exploitation Support Service will provide holistic support to children and young people in London (up to the age of 25) impacted by violence and exploitation. It is commissioned by the Mayor's Office for Policing and Crime (MOPAC). The ambition is to integrate and transition three existing services: London Gang Exit, Rescue and Response and Empower.

Who is the service for?

Children and young people (up to the age of 25) who are likely to have "serious ongoing issues" (MOPAC Specification) that increase their vulnerability to (further) violence and exploitation, including:

- known or suspected involvement in county line or group violence activity
- known or suspected association with others who are involved in county line or group violence activity
- known risk indicators for sexual violence/sexual exploitation in a group violence context
- engagement with the youth justice system.

The Service has an extensive logic model, addressing various outcomes for young Londoners. Monitoring, evaluation and learning is embedded throughout to improve the systems that operate around this work.

What help will be offered?

Dedicated, expert and networked caseworkers will help with:

- emergency accommodation
- safe collection and return (e.g., where a young Londoner is engaged by services outside of London)
- food (both New Horizon Youth Centre and St Giles Trust operate pantries to provide food to young people)
- health assessments, both physical and mental, as appropriate
- education, training and employment advocacy, advice and programmes to help young Londoners achieve their goals
- supported housing
- mental health, neurodiversity and special educational needs and disabilities (SEND) assessments, help, referrals and signposting.



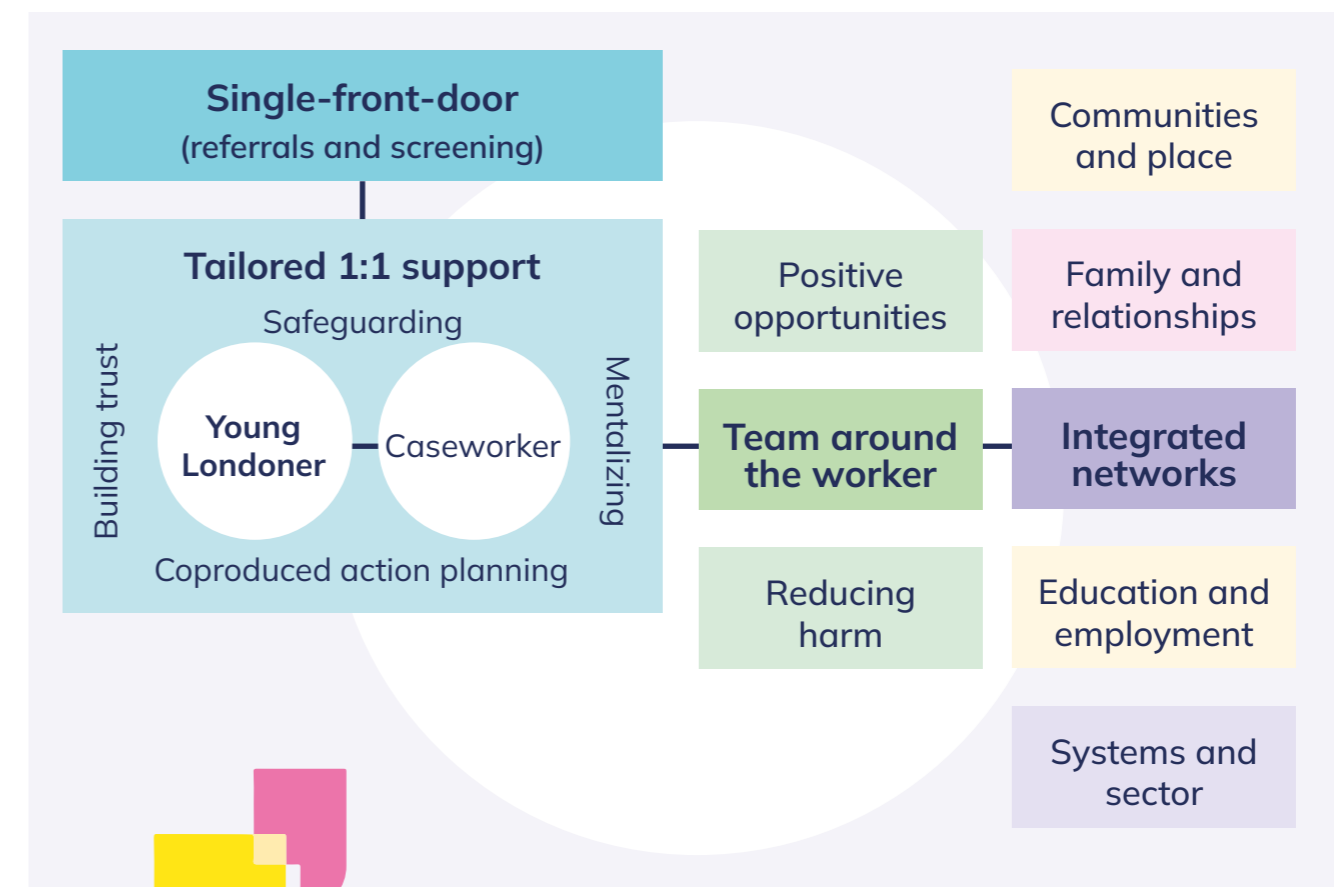
Service model

With involvement from all Alliance members, our AMBIT-influenced Service model mirrors the ecological model for children and young people impacted by violence (MOPAC). The Service will offer:

- a single front-door
- tailored 1:1 support, underpinned primarily by: safeguarding, mentalizing, building trust, and

coproduced action planning based on the ambitions and needs of the young person.

- a caseworker supported by a multidisciplinary team to scaffold trust and sensitively steward young Londoners through pathways to other helping services.



Alliance vision, values and behaviours

Together the Alliance forms a natural partnership where our skills and capabilities complement each other to form a holistic offer. Crucially, our organisational visions and values are aligned. We've drafted our Alliance vision, values and behaviours, guided by the Alliance principles specified by MOPAC, that will actively inform everything we do.

Alliance vision

Our unifying vision is a future where all young Londoners, their families and communities – regardless of background – can thrive, live safely, and fulfil their potential, free from violence and exploitation.



Alliance values and example behaviours

Trust

Provide consistent, non-judgemental, trauma-responsive and person-centred support for as long as is needed, building and maintaining trust between young Londoners and caseworkers. Communicate honestly across the Alliance.



Inclusivity

Put the individual needs and ambitions of young Londoners at the heart of all activity, measuring success on the factors most important to the young Londoner. Provide genuine opportunities for stakeholder input to discussions, considering decisions from different perspectives, and considering how power operates in different contexts.



Innovation

Support all learning, evaluation and improvement activities, including sharing knowledge, experiences and data as appropriate. Provide and utilise spaces for creative, divergent thinking to challenge our assumptions and biases and create change at individual, family, community, service and system levels.



Courage

Persist with young Londoners who don't immediately engage. Provide supportive challenge to colleagues, and be open to challenge, sharing what we don't know, need help with or what isn't working (well).



Collaboration

Contribute to a culture of respect for each other's work and understanding of different thinking styles in planned, pressured and crisis situations.



About the role

Summary

Job title	Alliance Manager
Reporting to	Programme Co-Director - AMBIT
Employer	Anna Freud
Salary	£53,970 FTE per annum, plus 6% contributory pension scheme.
Location	Hybrid (a mixture of home and onsite working): onsite for at least 20% of working hours at Anna Freud (4–8 Rodney Street, N1 9JH) or another London Alliance site.
Working hours	Full-time: usual working hours are Monday to Friday, 09:00-17:00. Job share and flexible working may be considered. Some evening and weekend work may be required, for which TOIL will be given.
Holidays	27 days plus bank holidays FTE
Term of contract	Permanent

Purpose and overview

The Alliance Manager is pivotal in realising the Alliance vision of a future where all young Londoners, their families and communities – regardless of background – can thrive, live safely, and fulfil their potential, free from violence and exploitation. Through compassionate leadership, the Alliance Manager will establish and nurture a collegiate environment and integrated, single Alliance culture across the provider charities.

This is a new role at Anna Freud. While Anna Freud will be hosting the role, the Alliance Manager will be accountable to the ALT, made up of representatives from each provider charity, MOPAC, and a Chairperson. Acting in accordance with the Alliance values, principles and behaviours at all times, they will facilitate effective collaboration across the Alliance and wider stakeholders at all levels, including with young Londoners, local authorities, and other related services across London.

Qualifications, skills and experience

- Qualification or accreditation in the use of recognised structured project management methodology (e.g., PRINCE2, Agile or similar), or demonstrable project management experience.
- Expertise in local authority governance, citizen engagement, public-private partnerships, and successful service procurement.
- Experience mobilising and monitoring large, complex projects, contracts and/or grants; supporting participation with people with lived experience; and the successful management of complex multi-stakeholder programmes.
- Skills include communication, both written and verbal; organisation, time and budget management skills; and ability to collaborate successfully with a range of colleagues.

How to apply

Apply online at annafreud.org/careers



For further support, more information, and additional assistance, please email recruitment@annafreud.org.

What to expect

During the interview(s), candidates will be asked at least one question regarding our values, and one question regarding equity, diversity and inclusion (EDI). We expect everyone to actively demonstrate our values and inclusive behaviours in all areas of their work. Visit annafreud.org/about to view our values and EDI statement.

Equal opportunity

We ask our people to share their diversity dimensions with us as it helps us to identify, tackle and prevent any bias appearing across the employee lifecycle at Anna Freud. Monitoring this information allows us to understand how well our efforts to improve diversity, equity and inclusion are working. Your responses will be held securely by our HR team in accordance with our privacy policy and will not be seen by recruiting managers or the interview panel at any stage of recruitment, therefore your responses will not form part of our selection process.



annafreud.org

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The Anna Freud Centre, operating as Anna Freud, is a registered charity (number 1077106) and company limited by guarantee (number 3819888).

