



Baca

Safe to heal, free to thrive



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About us

Our Vision

A world where all child refugees are welcomed, safe and inspired with hope to rebuild their lives for a better future.

Our mission

It is our mission to serve young people who have been forced to flee their home country – offering safe homes, education, therapeutic care and support in every area of their lives.

We believe each young person, many of whom are victims of human trafficking, has a dignity worth celebrating, talents worth discovering and a life to live to its fullest potential, no matter their past experiences nor present circumstances.

We are committed to providing an inspiring environment that raises hope and strengthens resilience.

Our Values

Respect

Treating everyone with dignity in all circumstances.

Integrity

Unexaggerated truth, expressed with humility, purity of motive and sincerity of intention, in both our words and deeds.

Passion

Embracing risk for the sake of the mission, with courage to take bold risks and to innovate despite adversity.

Grace

Costly additional opportunity for everyone, to enable us to be our best by being perpetual learners.

Compassion

Serving sacrificially, rooted in an unwavering zeal to seek the best for those we serve and not self.

Wisdom

Finding a way through a challenge by listening, learning, perceiving what is at stake, applying insight and considering diverse options.



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Our Impact, Outcomes and Goals

We are passionate about seeing the young people we serve become positive and empowered individuals, building on their resilience and strengths to contribute to the world around them.

Outcomes

We deliver this impact through our therapeutic support for all areas of life, specifically aimed at achieving the following outcomes - *Increased Personal Safety, Increased engagement with Education, Employment and Training, Improved Emotional Wellbeing, Improved Physical Wellbeing and Increased Social engagement.*

Strategic Goals

Strengthen Baca's holistic service for young, forced migrants.

Enhance Baca's service to maximise the potential of each young person.

Engage locally, regionally and nationally to see a world where child refugees are welcomed, safe and have hope to rebuild their lives for a better future.

Thank you very much for your interest in this role at Baca. We support young people who have been forced to flee their home country, because of war, persecution, or trafficking. We provide the support they need which includes a safe home, education and therapeutic care. The young people we serve have lost the only life they know and have overcome all the odds to reach safety. Their courage inspires us but without support they are at extreme risk of harm and exploitation.

We are committed to providing an inspiring environment that raises hope and strengthens resilience – enabling them to fulfil their potential and become thriving members of the community. We consider it an absolute privilege to be able to walk with them on a daily basis. We take heart from the several positive stories of young people's transition into adulthood, establishing their lives and being a positive contribution to the world around them. However, we recognise the huge pressures they continue to face and therefore, we believe there is still a long way to go as we continue to learn from them. We believe there are greater depths of development for each young person to achieve so that they do not fall back into exploitation or any other dangerous environment.

If successful, you will be joining a passionate and committed team, with strong expertise. You will find that the team are committed to our values, which has built a culture that seeks to allow everyone to be their best in order to give their best for the sake of the young people we serve. I hope you will find all the information you need in this pack or on www.bacacharity.org.uk to help you complete your application.

We wish you all the best,
Jimmy Zachariah, CEO

Job Description

Job Title:	Residential Support Worker (Male)
Reporting To:	Cambridge Team Leader
Contract Type:	Permanent
Location:	Cambridge
Salary:	£24,150 to £27,760 a year full-time, equivalent to £16,100 to £18,506 for 25 hours a week. Plus, annual Cambridge Living Allowance of £1495.
Working Hours:	25 hours per week – evening and weekend work with daytime shifts
Benefits:	Rent-free accommodation, including free Wi-fi, gas, electric and council tax bills

OVERALL PURPOSE

- To provide support and care to the young people who are newly arrived in the country, providing the foundations for them to rebuild their lives with dignity, strengthen their resilience and inspire hope for their futures.
- To partner with social workers and representatives from other agencies, for the benefit of the young people.

This work is essential in enabling us to deliver our therapeutic support for all areas of a young person's life.

DUTIES & RESPONSIBILITIES

- To be a support worker for newly arrived young people who are in the care of Baca in all areas of the young person's life, supporting them from first arrival through to their move to semi-independence.
- To welcome new arrivals into the accommodation and communicate basic information about the house, making them feel safe and able to rest, with compassion without discrimination of age, race, colour or behavioural issues.
- To enable young people to achieve the following outcomes: increased physical wellbeing, increased emotional wellbeing, improved personal safety, increased social engagement and increased engagement with education, employment and training.
- To enable young people to live with positive values and good boundaries.
- To be a proactive role model for the young people, enabling them to learn day to day living skills and helping them integrate positively with the local community.



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- Training young people in living skills such as washing, cleaning, cooking and safety, food shopping and budgeting; proactively and intentionally in line with the Baca independent living preparation plan.
- Helping young people settle into a routine which will include education and social activities.
- Work in close partnership with social workers and other professionals and volunteers to provide a holistic development package for each young person enabling them to become independent.
- Maintaining very good communication with relevant members of the Cambridge Team and relevant social workers through regular appropriate reporting.
- To work collaboratively with the rest of the team to ensure all young people are safeguarded and supported to rebuild their lives.
- Complete and update all admin work as part of the role such as month end reports and support plans on time and in a consistent manner.
- Playing an active role in developing knowledge and understanding in areas relevant to the role and especially in the areas of asylum and refugee law, trafficking, supporting separated children and the cultures of different nations relevant to Baca.

RESIDENTIAL ROLE DESCRIPTORS:

- Use the Baca house as your main residence.
- Be a positive role model to the young people within the house.
- Assist young people to settle into the house.
- Assist the young people residing in the house with daily life skills and basic house maintenance matters such as weekly cleaning, correct use of bins and changing light bulbs.
- Encourage young people in the house to engage with their local community.
- Communicate well with the Cambridge Team Leader regarding anything related to the young people living there, both positive feedback and any concerns regarding safeguarding.
- Promptly report maintenance issues to the Premises Manager.
- Report any house or young people related emergencies out-of-hours to the on-call member of staff as quickly as possible.
- Collate any post delivered to the house for Baca or previous tenants and forward to the Volunteer Coordinator.
- Give a minimum of two weeks' notice for any nights away from the house so that we can provide the necessary cover. We recommend an average of twenty-eight nights away from the house per year.

GENERAL

- Be a role model, leading by example in practicing the Values of Baca.
- Play an active and supportive role within the organisation.
- Take ownership of all administrative aspects of the role.



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- Maintain strict confidentiality in relation to work undertaken and ensure all confidential material is stored according to Baca's Confidentiality statement and Data Protection Policy.
- Treat all staff and young people fairly and without prejudice, in line with Baca's Equality and Diversity policy.
- Be aware of the correct procedures for dealing with any safeguarding incidences or concerns, in line with Baca's Child, Vulnerable Adult Protection & Safeguarding Policy
- Adhere to all Baca's policies and procedures.

PERSONAL SPECIFICATION

Baca is looking for someone who is passionate about seeing unaccompanied young people achieving their potential and rebuilding their lives for a better future. The successful applicant will have a personal style that is in line with Baca's vision and values. They will live in the new arrival house and make it their home as a residential volunteer, which has a separate role description (above).

They will be a good self-starter and have excellent interpersonal skills with the ability to inspire our young people to be the best they can be. The successful applicant will be motivated and passionate about the work that Baca does and the young people in our care. They will be very approachable, enjoy working as part of a wider team but also able to manage their own time and workload. Someone who is supportive, approachable, responsible, reliable, personable and willing to set boundaries in line with Baca's values.

This is a frontline role that will need the successful applicant to be working closely with young people in their houses and will need access to transport young people to different appointments, meetings and activities.

Competency Areas	Specification
Personal Attributes	<ul style="list-style-type: none"> • Alignment with Baca’s Value to achieve our vision, mission and strategic goals, is essential. • Ability to respond to change at short notice is essential. • Able to work as part of a highly diverse group of people. • Able to work in partnership productively with teams internally and external stakeholders is essential. • Able to be accountable, take responsibility and be willing to learn is essential. • Self-motivation and flexible attitude to work, in line with the needs of the team and the young people. • Proactive individual who is willing to take initiative in getting involved in a range of activities.
Knowledge and Understanding	<ul style="list-style-type: none"> • Knowledge of issues, challenges and strengths of unaccompanied asylum seeking young who may also be trafficked. • Have a genuine concern for and commitment to young asylum seekers/refugees, and unaccompanied young people in particular. • Knowledge of safeguarding practices is desirable.
Experience	<ul style="list-style-type: none"> • Experience of coordinating tasks and activities is desirable. • Experience of working with unaccompanied asylum seeking and trafficked young people is desirable. • Experience of working with young people, on a 1-2-1 and group setting. • Experience in the voluntary sector is desirable.
Skills and Abilities	<ul style="list-style-type: none"> • Ability to provide a strong role model to the young people and build their trust and respect. • Ability to manage multiple tasks any one-time, prioritising workload to meet competing deadlines. • Excellent communication skills • Excellent team working skills. • Ability to provide appropriate activities for young people. • Ability to remain calm and controlled in all situations with young people. • Good ICT skills for using Microsoft Office package. • Enjoys working under pressure. • Ability and willingness to make a home that is welcoming and feels safe for young people
Other	<ul style="list-style-type: none"> • Ability to drive and having access to vehicle is essential. • The successful applicant will be required to have an enhanced DBS check. • Adherence to all policies and procedure of the organisation.

FAQs***WILL I RECEIVE ANY TRAINING?***

Yes, we will provide you with safeguarding training and a full staff induction. This will include information about Baca, our purpose and objectives; an understanding of the House Rules to be observed by the young people; more information about what the Residential Volunteer role entails; what to do in an emergency and what support is available to you, and introduction to the Baca team. In addition, we will introduce you to our existing Residential Volunteers so that you will be able to ask them about their experiences and build a healthy rapport within the team.

WHAT ARE THE PRIMARY CHARACTER REQUIREMENTS FOR A RESIDENTIAL VOLUNTEER?

Our Residential Volunteers must be able to commit to and actively promote the principles and practices of Baca. The Residential Volunteer must be fully sympathetic to the purpose of Baca and the needs and circumstances of the young people we support. It is vital that they are able to be compassionate and supportive with the young people. Alongside, this it is important for the Residential Volunteer to be firm appropriately and set boundaries in line with Baca's policies and procedures. Without these characteristics it will be very difficult for any person to provide the required oversight and care.

DO I HAVE TO BE IN THE HOUSE ALL THE TIME?

No. We recognise that you may have a busy private life, but we ask that you treat the house as your home. We do ask that you get to know your housemates and spend some time with them during the week as well as living your external social life and enjoying other social commitments that you may have.

CAN I GO AWAY AT WEEKENDS OR ON HOLIDAY?

Yes, and we would encourage you to get away from time to time. If you do intend to be away from the house either for a night or two or for a longer holiday, please let us now of your plans as soon as possible. This will enable us to assess whether we need to cover your absence and give us time to make arrangements if they are needed.



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WHO ARE THE YOUNG PEOPLE THAT BACA SUPPORT?

Baca provides housing, care and support to unaccompanied asylum seeker children who are between the ages of 16-18 years, some of whom are victims of trafficking. The young people come from anywhere in the world and will typically speak very little English on arrival to the UK.

How To Apply

You can apply electronically, by completing an application form on our website. Please complete the online application form or return a completed application form, along with a CV to us by email. Please make sure that your application demonstrates how your experience, skills and abilities meet the selection criteria set out in the Job Description and Person Specification.

Please also make sure you complete the equal opportunities monitoring form. Completed applications should be returned to us by *9:00am on 15 May 2024*.

Applications received after that time will not normally be considered for short listing.

Downloaded application forms must be sent to: recruitment@bacacharity.org.uk clearly identifying the role you are applying for.

Interview Process

A 30-minute online interview could be conducted as part of shortlisting. If suitably strong candidates are shortlisted before the deadline, in-person interviews will take place immediately after shortlisting.

If you are shortlisted for in-person interviews, we will contact you as soon as possible, to let you know the details of the interview process.