



NHP

Living connected and fulfilling lives

THE NATIONAL HOUSE PROJECT APPLICATION PACK

Background

The National House Project (NHP) is a Charitable Incorporated Organisation (CIO 1179743) registered with the Charity Commission in 2018 and with the Office of the Scottish Charity Regulator in 2023.

NHP provides the knowledge, resources and support to establish and maintain Local House Projects (LHPs) and believes that joining a LHP should be an option for all young people leaving care.

NHP takes a ground-breaking approach through its commitment to young people leaving care to take ownership and to live connected and fulfilling lives. The work began by asking young people 'what makes a house a home' and was co-designed with young people from the start. With a psychologically informed practice framework the approach is relational through which young people in and leaving care work together with staff to create their first home and build a long-term community of support.

To maximise the ownership of young people and ensure that their collective voice is heard, amplified and acted on we established Care Leavers National Movement (CLNM). It has representation from all LHPs at a regional level with these meetings feeding into the more strategic function of CLNM.

The first Local House Project in Stoke-on-Trent was led by Mark Warr and Sue Hammersley who continue to lead on the on-going national project development. The Stoke-on-Trent project was set up in 2015 followed by the implementation of a further five Local House Projects in 2017. With an ambition to expand nationally, NHP was then set up as a charitable body, with the aim of rolling out the programme across England and Scotland. We now support 22 local authorities and have a plan to scale by five new projects per year.

The work of the NHP has been independently evaluated by [York University](#), [Cambridge University](#), [Scottish Throughcare and Aftercare Forum](#), Warwick Business School and Peer Evaluated by young people in CLNM in [2021](#) and [2023](#).

Job Description

Job Title:	Practice Lead
Organisation:	The National House Project (NHP)
Responsible to:	Deputy Director, NHP
Hours/contract:	37.5 hours per week, full time (the role may require evening and weekend work when necessary)
Length of Contract:	Permanent
Salary:	£52,000
Location	Crewe – with hybrid working

Introduction

The National House Project (NHP) supports Local Authorities to work with young people to give them the knowledge, skills and confidence to live connected and fulfilling lives. By developing a community of support, completing the House Project Programme and being able to make their house a home young people can look forward to a positive future.

With ambitious plans to scale our work and continue to drive improvement to the quality of the offer to young people it is important we increase the staffing capacity.

Critical to developing new projects is having the right staff to support the set-up and running of new LHPs.

This is an exciting time to join NHP and we are seeking a skilled and experienced professional who can support our vision to ensure that young people leaving care live connected and fulfilling lives.

About the role

Whilst the House Project approach sets out a clear pathway for young people to move into a house that becomes their home, being in the House Project is so much more than an offer of accommodation.

Staff working in the projects are trained in relational and trauma informed approaches. They use a psychologically informed practice framework to work with young people in both groupwork and individual settings and this work is supported by social pedagogical approaches. Working with young people in a groupwork setting and offering individual direct support enables the development of relationships and shared experiences which allows young people to be involved in the running of their LHP and central to the decisions that are made about them.

NHP provides a framework and not a model and whilst LHPs must keep to the fidelity of the approach, local environments and the young people themselves will determine how projects proceed. This is where you will come in as a practice lead. With knowledge of child development, attachment styles, trauma informed care, the care system and the House Project approach you will support staff in LHPs to work in ways to develop practice that puts young people at the heart of the decision-making process and supports the local 'system' to improve how young people leave care.

As a Practice Lead you will have responsibility for a number of LHPs and will deputise for the deputy Director as required. You will:

- Ensure that LHPs have young people at the heart of the decision- making process and that practice is evidence based and trauma informed
- Ensure that LHPs adhere to the fidelity of the approach whilst flexing to accommodate local arrangements
- Manage risk and deal with trauma at an individual, organisational and systemic level, turning these challenges into opportunities for change with improved outcomes for the young people.

This is a rare and exciting opportunity for someone with a commitment to making a difference to the lives of young people.

What we are looking for someone who:

- Can support staff to value the inherent resourcefulness and potential of young people to bring about change
- Can support staff to use their voices and the voices of young people to effect change within their own lives and wider society
- Can facilitate learning processes that enhance well-being and enable individuals to find meaning and purpose in their everyday lives
- Can invite, consider and integrate multiple perspectives in decision making as a means of deepening social justice, community and well-being
- Can understand and work with the tensions inherent in valuing individual autonomy and social interdependence
- Has an attitude of professional curiosity and critical self-reflection and can foster this in projects they work with
- Can promote inter-professional dialogue and co-operation across settings and agencies
- Has absolute commitment to the House Project vision and way of working with young people, and can live, communicate and ensure adherence to this vision
- Has the social skills, the political awareness and the narrative strengths to be able to act as a national advocate and champion for the work of NHP
- Has experience of innovation and the skills and qualities to implement complex plans and programmes to timescales and under pressure
- Has strong experience of working with young people and a good knowledge of social care and therapeutic approaches and can be creative and entrepreneurial to help the Charity to achieve its goals
- Will carry authority with potential NHP partners such as Local Authority leaders and politicians
- Is committed to working collaboratively to support, challenge and learn both with the team and with trustees

You will be responsible for supporting LHPs in their set up, delivery and ability to improve the outcomes of young people. You will ensure that each LHP has the social care and therapeutic support it needs to be successful by:

- Ensuring that the psychologically informed practice framework informs the way that project staff engage, support and work with young people providing support and challenge to ensure success, safety and adherence to the approach
- Ensuring that LHPs are supported by the wider corporate parenting system
- Ensuring that new and innovative ways of working are underpinned by best practice and improved outcomes so that Local Authorities can fully engage in them

- Develop the expertise and capacity to support any group of young people to apply to set up a LHP with the support of their Local Authority or other organisation
- Ensuring that the effectiveness of work with young people secures a sustainable approach to gaining funding, housing and support for the LHP
- Become a source of capacity, expertise, materials and evidence that will ensure support for the continued success of new LHP
- Develop a network of relationships and support at a national level to further support and develop NHP

You will be responsible to the Deputy Director NHP and will deputise for the Deputy Director when required.

You will be based at the NHP office in Crewe for a minimum of 2 days per week, but you will be expected to travel to LHP and attend meetings across the country on a regular basis.

This job description is not meant to be exhaustive and will be reviewed with the post holder on a regular basis

Person Specification Key Competencies

	Essential (E) Desirable (D)
Values and Behaviours	
Committed to working with young people to enable them to take ownership of a better future for themselves	E
Willingness to take personal responsibility for the outcomes for vulnerable young people.	E
Enable young people to use their voices and effect change within their own lives and wider society	E
Ability to build confidence, commitment and engagement of young people, front line staff and a wide range of operational and strategic partners including at director, chief executive and political leadership level	E
Self-motivation, drive, ambition and courage	E
Values equality and inclusion and operates with integrity and openness	E
Develop an attitude of professional curiosity and critical self-reflection	E
Looks for collective success, listens, involves, respects and learns from the contribution of others	E
Work collaboratively and is willing to both support and challenge colleagues	E
Generic Skills and Experience	
Proven and significant leadership experience of staff who work with young people social care, education, youth work or related professions	D
Managing interagency practice and working arrangements	D
Experience of working with, or managing staff who work with young people in groupwork settings	D
Leadership of and achievement of successful outcomes in high value social care and/or therapeutic projects	E

Experience of successfully operating in and delivering priorities in a partnership environment	E
Working with service users to ensure their engagement and empowerment	E
Able to regulate high levels of emotion and tolerate the anxiety of others	E
Business Development and Strategy	
Leadership, vision, strategic thinking and planning with highly developed social care skills	E
Demonstrable capability to plan over short, medium and long-term timeframes and adjust plans and resource requirements accordingly	E
Communication	
Ability to build trusted stakeholder relationships, particularly social care, health, education and housing and wide support networks in a political context	E
Strong external communication skills in a politically sensitive environment	E
Ability to convince and achieve consensus with a disparate range of partners at operational and strategic level including social care, therapeutic/health services, director, and political leadership level	E
Ability to prepare and produce concise yet insightful communications for dissemination to senior stakeholders and a broad range of stakeholders as required	E
Use situated professional judgment and maintain appropriate confidentiality	E
Extensive experience of delivering presentations to large groups of stakeholders in often pressured and politically sensitive environments	E
Management	
Experience of creating a new team.	E
Experience of working on a regional and national footprint.	D
Experience of performance management and the ability to develop ways of working to engage and improve performance at team and service level	E
Education and qualifications	
Graduate and Postgraduate qualification or professional development related to the job-related areas	E
Significant evidence of continued professional development	D

The National House Project is committed to safeguarding children, young people and vulnerable adults.

All successful candidates will be subject to a DBS Check along with other relevant employment checks