

# Redthread.

TRANSFORMATIVE YOUTH WORK  
IN HOSPITALS AND HEALTH SETTINGS.

Hello, thank you for considering a **Team Leader** role with Redthread.

## About us

We are a team of compassionate, collaborative and courageous professionals. Every day, we challenge ourselves to keep learning, adapting and innovating, supporting vulnerable children and young people wherever they need us. Our vision is a society where all children and young people live healthy, safe and happy lives. We'll never stop until this is a reality. Please [click here](#) to visit our website and learn more about our approach and the services we provide. These clips, [Redthread animation](#), [C4 News - Young Women's Service](#), [BBC News](#), and ['A day in the life'](#) will give you a glimpse of what we do every day.

Sound good? Before making an application, please ensure that you've read through this job pack, including the important information on the final page on how to apply. For more about our recruitment process, benefits and our commitment to safeguarding, equity, diversity, and inclusion please check out our guidance for applicants on our [website here](#).

## About the role

<b>Post Title:</b>	Team Leader	<b>Hours:</b>	37.5 hours per week, with regular evening and weekend shifts required. Shifts will be scheduled to ensure team cover from 7:30 am to 9:00 pm daily.
<b>Location:</b>	Onsite, Queen Elizabeth Hospital (QEH) Woolwich, London. With regular travel to other Redthread sites and offices when required.	<b>Salary:</b>	£38,424.00 per annum + benefits
<b>Contract type:</b>	Permanent	<b>DBS Level:</b>	Enhanced with barring
<b>Work area:</b>	Services	<b>Responsible to:</b>	Programme Manager

## **Purpose of the post**

- Support the Programme Manager to oversee effective and consistent delivery, performance, and quality assurance across the health settings, working with the Director of Services and other leaders to enhance and develop the offer. Including through involving young people in service design and development aligned to the Redthread Youth Participation Strategy.
- Lead Redthread teams delivering services, ensuring that Redthread's models of intervention are delivered consistently and appropriately to all young people accessing the services.
- Build and maintain strong working relationships with a broad range of partners and agencies, including clinical teams, hospital staff, Redthread's stakeholders, project partners, and voluntary and statutory agencies working with young people.
- Be part of the team at Redthread, contributing to the development of our programmes and assisting with other projects and activities as required.

## **Main duties and responsibilities**

- Lead the services in health settings, overseeing the day-to-day management of the services and assisting the Programme Manager with the on-going development of the service models to ensure that clients gain the maximum benefit from Redthread's interventions.
- Hold a caseload of around 8 young people and work with the young people in a range of settings, primarily in the community with discharge patients with some limited work within the A&E department, including face-to-face and group contexts, and promote their personal, educational, health and social development through all interactions.
- Line-manage a team of Practitioners (e.g., youth workers, Young Women's Workers, IDVA's. This list is not exhaustive), including regularly reviewing the teams' cases and offering appropriate support. Providing support to the team to develop and improve skills, including assessment and recording, to ensure that Redthread's model of intervention is delivered consistently
- To ensure effective performance and quality standards at individual and site level, using Redthread policy and procedures and aligned to Redthread requirements.
- Promoting high levels of wellbeing for staff members who are working with young people who have primarily been engaged after their discharge from hospital who are likely to experience chronic health concerns.
- Set up and lead regular team meetings in order to share information, monitor services and foster effective and supportive team working.
- Ensure that the working practises of the team comply with Redthread's policies, procedures and other working documents.
- Build and maintain strong working relationships within the Hospital, ensuring that Redthread youth workers are fully embedded in the health setting and are working with clinical staff to deliver a service that meets the needs of young people, including promoting the service within the hospital and attending appropriate internal meetings.

- Assist in building and maintaining strong working relationships with Redthread stakeholders, project partners and with other agencies working with young people and to represent Redthread at external meetings as required.
- Organise and equip the team to deliver regular training sessions for hospital staff on issues relevant to young people and youth violence.
- Work with the Programme Manager to actively research and network with other organisations working with young people in the local community to ensure that Redthread has a good knowledge of other services and projects that may be appropriate for us to refer young people to or may be of interest to the young people we work with.
- Assist the Programme Manager in ensuring the effective management, monitoring and delivery of all Service Level Agreements, contracts and grant agreements relating to our services, and any other Redthread projects you are involved in.
- Work as part of a team to continue to develop the programme's monitoring and evaluation in order to facilitate internal reflection and learning, and to demonstrate its effectiveness and impact to external stakeholders.
- Work with other Team Leaders to provide ongoing opportunities for the hospital youth work teams to share best practice and learn from each other across all hospital sites.
- Work with the Fundraising team and others within Redthread, to plan, develop and fundraise for new projects and initiatives that expand or enhance service delivery.
- Maintain a good level of knowledge of the current issues around youth violence and Child Sexual Exploitation, and with guidance and support from the Director of Services, develop skills to further your work with the young people and team members.
- To ensure the safety of young people through appropriate risk management and safeguarding practices aligned to Redthread's policies and procedures, taking account of hospitals policies and procedures when working in hospital settings.
- Undertake weekly case management meetings with all team members
- providing adequate guidance, support and advice to ensure the safety of young people, including the allocation of new cases to youth workers.
- To ensure that Youth Workers accurately capture and record data on the CRM system. To ensure that it can be used to identify trends and provide insights. To use these insights and trends to shape service delivery and share information with partners.
- To produce monthly and quarterly reports as required by funders and to inform leaders of the operational performance of the organisation.
- To ensure that all work undertaken by team members meets the standards required by Redthread.

## **General responsibilities of all Redthread staff**

- Actively participate in staff meetings, session evaluations, supervision/reviews and planning sessions and in Redthread's overall development, including input on the needs of young people, ideas for new projects, and the ongoing development of existing projects.

- Assist where possible with fundraising events and fundraising, including the maintenance and growth of the regular supporter network, and to assist in promoting the organisation's work with young people to the wider community.
- Assist in maintaining good working relations with Redthread's stakeholders, project partners and other agencies and represent Redthread at external meetings as required.
- Encourage and enable young people to participate in all forms of decision-making and management of Redthread's projects, with the ultimate aim of empowering them to shape the services and activities provided for them. To ensure that all young people have equality of access and that the programme promotes opportunities for all young people.
- Assist the team in ensuring that all Redthread policies and procedures are followed, including Health and Safety, Safeguarding, Data Protection and Equal Opportunities. Report any concerns to an appropriate member of the Leadership Team.
- Work as a member of the Redthread team and assist as required across all the organisation's projects, carrying out any other duties that may be required to meet the needs of the organisation.

**This job description is not exhaustive and is subject to review in consultation with the post holder and according to future changes/developments within the organisation**

## Person specification

The criteria below do not necessarily have to have been in paid work. Please think about other experiences such as voluntary, personal experiences when considering them

	Essential	Desirable
Experience	<ul style="list-style-type: none"> <li>• A significant amount of professional experience of working with young people in a range of activities and settings</li> <li>• Experience in developing and maintaining excellent relationships with partner organisations</li> <li>• Experience working with young people in a health and well-being context</li> <li>• Experience of working within a multi-disciplinary team</li> <li>• Experience in planning and delivering training</li> <li>• Experience in working autonomously</li> </ul>	<ul style="list-style-type: none"> <li>• Working with people impacted by violence, trauma, or tragedy</li> <li>• Experience of working with projects that seek to address the issue of gang membership, youth offending, knife crime, etc</li> <li>• Experience in leading, managing, supporting, and motivating a team in their work</li> <li>• Experiencing of developing a project's processes, procedures, and policies</li> <li>• Experience of monitoring and evaluation systems to measure programme impact</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>• A thorough knowledge and understanding of the physical, social and emotional developmental needs of young people</li> </ul>	<ul style="list-style-type: none"> <li>• The Ambit model, solution-focused brief therapy or a similar counselling methodology</li> </ul>

	<ul style="list-style-type: none"> <li>• Understanding of the issues faced by young people living in inner city and rural areas</li> <li>• Strong knowledge of child protection and safeguarding issues and of current best practices within the youth work and statutory sectors</li> <li>• A knowledge of best practice in case recording</li> </ul>	
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Able to analyse and evaluate information and provide effective management oversight of high-risk complex cases.</li> <li>• Able to oversee cases using an electronic database</li> <li>• Well-developed communication skills and an ability to interact with both young people and adults on a one-to-one basis and in small groups within a range of contexts</li> </ul>	<ul style="list-style-type: none"> <li>• Excellent leadership skills to enable the team to have a clear sense of direction, feel motivated and have a clear understanding of how their own roles contribute to and enhance the work of the organisation</li> <li>• Able to provide high-quality supervision, guidance, and support to youth work teams, particularly around task allocation, setting priorities and personal development.</li> </ul>
<b>Qualifications</b>		<ul style="list-style-type: none"> <li>• A degree-level qualification in social work, youth work, social science, education or another relevant field</li> </ul>
<b>Professional Attributes</b>	<ul style="list-style-type: none"> <li>• Enthusiasm for Redthread's work</li> <li>• Approachable, self-motivated and committed to continuous personal development</li> <li>• A commitment to and understanding of equal opportunities as they apply to all aspects of Redthread's work</li> </ul>	

## IMPORTANT INFORMATION

### Pre-employment checks

Any Employment with Redthread will be subject to pre-employment checks prior to your start date, including:

- a satisfactory criminal record check to include a Disclosure and Barring Service (DBS) check and/or an International Criminal Record Check (If applicable)
- receipt of satisfactory references covering the last 5 years of employment/education
- at least one face-to-face interview
- proof of continuous eligibility to work in the UK
- Any hospital-based role will require you to meet any applicable legal vaccination requirements unless medically exempt, as set by the CQC and NHS Trust.

## How to apply

If this sounds like the right role and organisation for you, apply by following the link below. We will accept applications until **10 am on Monday, the 2<sup>nd</sup> of September 2024**.

In August and September 2024, in addition to our usual [recruitment process](#) that focuses on short-sift questions, we will be piloting a CV review stage. All CVs will be automatically anonymised by our recruitment system, Applied.

**Apply Now:** <https://app.beapplied.com/apply/x2vfhxyit5>

Please note: If we receive a high number of applications, we reserve the right to close the advert before the closing date. Therefore, early applications are encouraged.

- 1) Shortlisted candidates will be invited to an online interview with the Redthread team on **Monday, the 9<sup>th</sup> of September 2024**
- 2) The second round of in-person interviews will take on-site on **Thursday, the 12<sup>th</sup> of September 2024**.

**We are committed to taking an inclusive approach to recruitment and selection whilst ensuring there is no discrimination in our processes and that our team and prospective employees are treated fairly, with respect and without bias.**

Reasonable adjustments to the interview process can be made to accommodate additional requirements. Applicants are encouraged to highlight any specific adjustments needed to enable participation in the recruitment process. For more information or to request reasonable adjustments, please contact [applications@redthread.org.uk](mailto:applications@redthread.org.uk) or call our HR team on [020 3744 6888](tel:02037446888)

Redthread is not a Home Office-licensed visa sponsor; evidence of the right to work in the UK will need to be provided.