

# Developing the Leaders of Tomorrow



**Casual Worker (Birmingham)**

**Surviving to Thriving Project**

**Job Pack**



**UpRising**



## What we do

UpRising is a UK-wide youth leadership charity, opening pathways to power for talented young people from diverse and underrepresented backgrounds. We equip them with the knowledge, networks, skills, and confidence to fulfil their leadership potential and transform the world around them through action.

## Why?

The people who represent our interests and lead our institutions do not reflect the population of Britain today. The majority of those with power often come from a narrow range of backgrounds. We unearth and inspire young talent across the UK, so that our communities have leaders who truly understand and serve their needs.

## How?

We offer a range of leadership, youth engagement and employability programmes for 16-25 year olds. Our flagship programme is a nine-month leadership programme providing 'access behind the scenes' with some of the UK's most senior leaders across the political, private, public and not for profit sectors.

## Background

UpRising was developed and launched by the Young Foundation in 2008 in East London. We became an independent charity in 2013 and now operate across the UK in London, Bedford, Luton, Birmingham, Cardiff, Manchester and Liverpool; with an engaged alumni network of over 2,000 talented young leaders.

# Our Mission, Vision and Values

**Our Mission is to...** Open up the pathways to leadership for talented young adults from diverse and underrepresented backgrounds and to equip them with the knowledge, networks, skills and confidence to fulfil their leadership potential, find new opportunities and transform the world around them through social action.

**Our Vision is for...** Public leaders to better reflect and represent the communities they serve; with the motivation and character to bring about a substantial shift in power, enabling more people to take charge of their future and positively change their communities.

**Our Values are...**

## 1. Diversity:

- Cross-party: Our mission is best served with support from each of the main political parties, who share our passion for representative leadership.
- Cross-sector: We support young people to make change happen, which involves the contribution of politics, private, public, and not for profit sectors.
- Representative power: We believe that society will benefit from more diverse and representative leadership.



## 2. Collaborative networks:

- Pathways to power: We help young people learn from those in positions of power, and encourage the generous sharing of networks and knowledge.
- Networks: Our mission is often best delivered in partnership with other organisations. We will work hard to develop and nurture productive networks.

## 3. High performing:

- Initiative: We are entrepreneurial in responding to opportunities. We encourage young people to take action to improve the world around them.
- Performance: We keep our promises, and deliver on our obligations. We track and prove our impact.

## Our Programmes

Our flagship programme is the **UpRising Leadership Programme**. It is a nine-month programme, involving 'access behind the scenes' sessions with some of the UK's most senior leaders. The programme offers participants a unique first-hand insight into the way that political, business, public sector and community organisations work together to shape our communities. Each participant is individually matched with a coach and a mentor who supports them on a one to one basis throughout their time on the programme.

We deliver a range of other programmes including: the Fastlaners Employability Programme; the Environmental Leadership Programme; and the Find Your Power Programme. In addition to this portfolio of programmes, we are responsive to work in partnership with other organisations to design customised programmes that deliver both our mission and their organisational priorities



## Our Impact

**68%**

of alumni have gone on to secure new jobs since completing the programme

**94%**

of alumni are confident they have the skills to manage a project from start to finish

**96%**

report 'high aspirations' for themselves, and believe they can achieve a great deal

**88%**

are confident that they understand their local communities, and its needs

**10%**

of alumni are Trustees or board members for a non-profit organisation

**17%**

have started their own social enterprise since completion

## About: Surviving to Thriving

[Surviving to Thriving](#) is a partnership between the British Red Cross, the Refugee Council and UpRising that aims to improve the lives of unaccompanied refugee and asylum seeking children and young people. As part of this project, children and young people can learn about their rights and entitlements with the British Red Cross, take part in therapeutic counselling with the Refugee Council and explore leadership and social action on UpRising's Find Your Power Programme.

UpRising's role in the Surviving to Thriving project is to provide **Find Your Power**, a provision for 16-25 year olds which offers:

- Unaccompanied refugees and asylum seekers the chance to make new friends and grow their personal and professional networks;
- Tailored sessions to help participants build new skills, confidence, communication skills and increase their aspirations;
- The opportunity to design and create a professional short film on an important issue to the participants and the wider refugee and asylum seeking community;
- A Community Question Time event where participants will preview their films to a group of local professionals;
- A graduation and chance to progress onto another of UpRising programme.

**The Refugee Council offers provision for 11-18 year olds which includes:**

- 121 therapeutic support
- Weekly holistic group therapy sessions

**The British Red Cross offers provision for 15-25 year olds which includes:**

- 121 case work
- Weekly group sessions offering practical support, independent living skills, cultural orientation and fun activities

# Casual Worker, Birmingham

## Main Purpose and Scope of the Job

We are looking for an organised individual that is able to work well under a structured workload. They will need excellent communication skills and the ability to support group facilitation. This role will be working directly with unaccompanied refugee and asylum seeking children and young people, a group which requires significant additional support. The successful applicant will need to undergo a DBS check to work with under 18s, and will need to be able to travel to, or be based in, Birmingham.

**Reports to:** You will be reporting to the Programme Manager.

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## Job Description

- Support delivery of Find Your Power, as part of Surviving to Thriving.
- Provide 1-2-1 and group support to the young people on the project.
- Support the Programme Manager with set-up before sessions and clean up at the venue after each session.
- Support the Programme Manager with basic admin for the project.

## Person Competencies

This person specification sets out the nine essential qualities we are seeking for this post. You may have gained this experience through paid or voluntary work. These requirements will be discussed at your selection:

1. Working with a diverse group of young people; preferably unaccompanied refugee and asylum seeking children and young people.
2. Facilitating group learning sessions, including ice-breakers and more complex content.
3. Able to build a strong rapport and empathy with people from diverse backgrounds.
4. Strong interpersonal and communication skills.
5. Able to remain calm in demanding situations, with a positive attitude and sound judgement.
6. Confident, organised and self-motivated.
7. Ability to take direction and work autonomously where appropriate.
8. Belief in young people and in helping them to achieve their potential.
9. Commitment to anti-discriminatory practice and equal opportunities with an ability to apply awareness of diversity issues to all areas of work.

## What we have to offer

**The role offers...** experience working alongside a dynamic, values-driven organisation working to achieve lasting social change. This is a short, fixed-term role (June – November) for a casual worker to assist delivery of the Find Your Power programme.

Pay: **£10.20 per hour** - travel expenses are not provided.

The role will be based in central Birmingham.

All applicants must be available on Tuesday evenings from 5pm – 9pm on the dates below:

- Tuesday 19<sup>th</sup> June: 1 event x 4 hours
- Tuesday 3<sup>rd</sup> July – w/c 3<sup>rd</sup> September: 9 sessions x 4 hours = 36 hours
- Tuesday 25<sup>th</sup> September – w/c 26<sup>th</sup> November: 9 sessions x 4 hours = 36 hours

**You must be available for all of the dates above.**

### How to Apply

Applications must be submitted via our website. You will be asked to provide your contact information and should attach a personalised CV and Cover Letter. You should also complete the anonymous equality and diversity form included in the job posting on our website.

- Please ensure your CV demonstrates how you meet the range of competencies. In your Covering Letter you should highlight how you demonstrate at least three of these competencies in more detail, particularly including competencies 1 and 2. You may include voluntary, unpaid and paid work.

We encourage applicants from diverse & underrepresented backgrounds to apply. If you have any accessibility requirements that you wish to discuss in relation to this application, please contact Tawhida at [tawhida.aktar@uprising.org.uk](mailto:tawhida.aktar@uprising.org.uk)

Please contact Tara with any questions: [tara.buckley@uprising.org.uk](mailto:tara.buckley@uprising.org.uk). The closing date for applications is Monday 4<sup>th</sup> June 2018 at 08:59am. We may contact suitable applicants before this date so you are encouraged to apply early.

Interviews will take place in Birmingham w/c 11<sup>th</sup> June 2018. We regret that we are only able to offer feedback to shortlisted applicants.