**JOB DESCRIPTION**

**REPORTS TO:** Healthy Lifestyles Lead Coordinator

**RESPONSIBLE FOR**: Breakthrough Project Officers (BBO), Volunteers and Sessional Workers

**LOCATION:** Coventry, with occasional work across the West Midlands region

**TERMS & CONDITIONS:** Standard Terms and Conditions. This post will require some evening and weekend working.

**JOB SUMMARY**

* BREAKTHROUGH is an ESF funded project, helping people across Coventry and Warwickshire tackle the financial barriers they face to gaining and sustaining employment, access education and training, and take a full and active role in their local community.
* This post will manage Groundwork delivery against agreed consortia delivery and development plans, ensuring the BREAKTHROUGH project remains on track and meets necessary requirements including monitoring, reporting, timescales and evaluation.
* To further develop a training and engagement programme with financial capability and employability embedded within it. To deliver financial capability and employability support to hard to reach beneficiaries.
* To lead on the outreach aspects of BREAKTHROUGH delivery, in a variety of settings, ensuring the project meets the needs of the hardest to reach beneficiaries
* To line manage specific staff and / or volunteers in compliance with Groundwork West Midlands’ policies and procedures to ensure quality delivery of projects and professional development of staff. This will include working in ways which demonstrate best practice.

#### KEY TASKS

**Programme / Project delivery**

* To develop and support delivery of group and 1:1 outreach/drop-in session within community centres, job centres, housing offices and other suitable venues.
* Identify advice needs, assess and resolve priority/urgent issues e.g. threatened homelessness, unattended health issues.
* Assess the financial wellbeing status of beneficiaries and provide support to tackle problem debt. Identify future aspirations via use of positive steps to change assessment
* Work with beneficiaries to set personal goals, actions and milestones. Identify support requirements and identify delivery partners required
* Lead on community engagement within the BREAKTHROUGH programme, including supporting recruitment of participants and raising awareness of the programme among communities to ensure that the programme reaches its target audience.
* Deliver financial capability training. Structured group and one to one sessions with regular reviews built in – home and community based. Financial literacy work will include better off calculations.
* Provide specific support for job search and accessing training & further education. This will include employability training – CV writing, interview skills, IT skills and careers guidance and including access to financial support e.g. for a bus pass, clothing, alongside employer links and volunteering opportunities.
* To support core aims of programme as a whole, as decided at board level.
* To develop appropriate partnerships around our financial confidence work and develop projects to ensure effective delivery of work. This will include developing a network of organisations and venues across the city to deliver outreach financial capability support.
* To line manage and support the BREAKTHROUGH Project Officers, and volunteers working within the CHWB team, ensuring staff have appropriate accreditation and support as needed.
* To work within strict budgets and financial deadlines in accordance with external funding and Groundwork West Midlands’ policies, procedures and practices
* To work effectively alongside delivery partners including CAB Coventry, agreeing an overarching strategic delivery plan with key assigned responsibilities.
* To prepare claims and reports for funders, ensuring levels of delivery, record keeping and monitoring meet funders’ and Finance department requirements.
* Assist Programme Manager in the preparation of regular claims and reports to the programme Board, partners and funders, ensuring levels of delivery, record keeping and monitoring meet funders’ and Finance department requirements.
* Make links to other Groundwork programmes and projects and liaising with other Groundwork staff to ensure the project is delivered effectively across the team and, where appropriate, in partnership with other teams. This may include delivering on behalf of other teams as well as project managing delivery using staff from other teams.
* To assist the Team Leaders (Places & People), Community, Health & Wellbeing Manager and Director with the preparation of internal plans and reports.
* To lead on development of projects to support the Community, Heath & Wellbeing business plan including identifying and securing appropriate funding to support these

**Communication and Marketing**

* To represent Groundwork West Midlands at appropriate meetings with a range of partners and stakeholders. This may include occasional evening and weekend working.
* Develop and maintain close links with all sectors of the community, particularly those suffering disadvantage.
* To promote the work of the Trust and the programmes in the local media, with partners and funders and at appropriate meetings as necessary.
* To contribute to the wider forward planning and community regeneration work of the Trust.
* To undertake additional marketing and communication activity in line with the BREAKTHROUGH project and the requirements of the Programme Manager.

**Additional responsibilities**

* Undertake training and development deemed necessary for the pursuance of the post
* Comply with the Equal Opportunities Policy and Procedure in all employment practices
* Comply with the no smoking policy
* Meet the travel requirements within the region.
* Ensure adherence to environmental procedures.
* Ensure that Health and Safety is observed in the course of employment.
* Undertake other related responsibilities commensurate with the evolving objectives of the post and the evolution of the Trust, as may reasonably be requested.
* Work with due regard for Groundwork West Midlands core values and objectives.

**This post is exempt from the provisions of the Rehabilitation of Offenders Act. An Enhanced DBS check will be carried out for this post.**

**PERSON SPECIFICATION**

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| **Factor** | **Criteria** | **Essential/ Desirable** | **Shortlist Criteria**  **(Yes or No)** |
| **Qualifications** | Relevant training/teaching qualification e.g. PTLLs, PGCE, A1/A2 Assessor Awards | Essential | Yes |
|  | Full Driving Licence | Essential | Yes |
|  | Formal qualifications in Maths and English | Essential | Yes |
| **Experience** | Experience in the development of training materials and of specifically delivering/developing Financial Capability Training | Essential | Yes |
| Experience of working in deprived urban communities | Essential | Yes |
| Experience of multi-agency working | Essential | Yes |
| Experience of working with and reporting to a management group | Desirable | No |
| Previous experience of managing staff | Essential | No |
| Previous experience of managing volunteers and volunteer led programmes | Essential | No |
| **Knowledge** | An understanding of money management and debt related issues facing vulnerable people. | Essential | Yes |
| A broad understanding of the economic and social needs of residents living in disadvantaged neighbourhoods | Essential | Yes |
| Knowledge of health and safety in the workplace | Essential | Yes |
| **Personal Skills and Abilities** | Ability to relate to and motivate people | Essential | No |
| Ability to maintain a professional attitude and boundaries in working with communities | Essential | No |
| Able to provide a positive role model for communities | Essential | No |
| Excellent organisational and administrative skills. | Essential | Yes |
|  | Excellent communication and listening skills | Essential | No |
|  | Proficient in the use of Microsoft Office (Word, Excel) | Essential | No |
|  | Ability to undertake the required project and financial monitoring procedures | Essential | Yes |
|  | Ability to analyse problems and devise solutions | Essential | No |
|  | Able to implement a robust health and safety & risk assessment system | Essential | No |
|  | Able to work as part of a team involving staff employed by multiple organisations and with minimum supervision | Essential | No |
| Able to plan, implement and manage projects | Essential | No |
| **Miscellaneous** | Prepared and able to travel to fulfil the requirements of the role. | Essential | Yes |
|  | A commitment to & awareness of Health & Safety issues in the work place | Essential | No |
|  | A commitment to promoting equal opportunities and diversity in all work practices | Essential | No |
|  | A flexible approach and ability to work out of office hours including evenings and weekends as appropriate | Essential | No |