

SCALE-UP TRAINER

Job Description and Person Specification



**POWER
THE
FIGHT**

HELP US MAKE A LASTING DIFFERENCE

Thank you for your interest at Power the Fight. We're delighted you're considering applying.

Launched in 2019, Power the Fight is an award-winning charity which tackles violence affecting young people. We create long-term solutions for sustainable change and act as a link between the community and policy makers.

Power the Fight exists in response to the UK's rapid increase in serious violence affecting young people and its disproportionate impact on vulnerable and minority communities. Power The Fight recognises this increase in violence as an urgent but complex public health crisis with multiple and inter-related causative factors including racial injustice, trauma, lack of early intervention, reduction in statutory services and social inequality, all of which have been or will be exacerbated by the social and economic impacts of Covid-19 (with a disproportionate impact on Black and minority ethnic communities).

Power The Fight was founded out of a deep belief in the value of human life and the importance of community. Our work is a response to a growing need for all parts of society to take responsibility for one another.

If you would like to read more about us, please [click here](#) to find out more.

While this is an exciting time for the charity, the issue of violence affecting young people is at a critical level across the UK. Now more than ever the organisation has to be ready to respond to ever growing needs of communities across the country. We believe that you are vital in helping us to achieve this.

Your role will help Power The Fight to sustain and enhance our efforts to create safer, stronger communities. We are confident that your contributions will be invaluable as we strive to make a lasting difference.

Please send your CV and no longer than a 2-sided A4 document on how you meet the person specification below to recruitment@powerthefight.org.uk This post will close on 1st February 2026 and for more information on this role, please email Laura Price on laura@powerthefight.org.uk

Best wishes,
Ben Lindsay, CEO



JOB DESCRIPTION

JOB TITLE	Scale-Up Trainer
LOCATION	Power the Fight Office and travel to Scale-Up Partner locations (Manchester, Darlington & Southern England). Hybrid working between home and office is available.
EMPLOYMENT STATUS	Part Time
CONTRACT TYPE	Permanent subject to funding.
HOURS	21 hours – 3 days per week with some evenings and weekends, as required
SALARY	£33,630 FTE (pro rata for 3 days)
REPORTS TO	Head of Training/Deputy CEO

JOB OUTLINE

This role will work alongside the Scale-Up Team to expand Power The Fight's TIP Project by engaging, training and supporting learning partners in different parts of the UK to apply TIP within their own context.

Building on an existing suite of training, the role will design and deliver a programme of training sessions based on the TIP approach. The Scale-Up Trainer will work closely with the Scale-Up Psychologist to implement the programme, provide space for reflection and contribute resources to the Community of Practice.

PROJECT/S ALIGNED WITH THIS JOB POST

TIP Project: The TIP report was launched in September 2020 and Power The Fight's first small pilot therapeutic service began in Autumn 2020 at a secondary school in Lewisham, South East London, building on the report's recommendations. It has since been expanded to 5 further schools; an alternative provision in Lewisham, a secondary school in Greenwich and, as of September 2023, three secondary schools in Southwark.

Through the TIP Project, Power The Fight aims to show the effectiveness of a culturally sensitive, co-designed therapeutic service on the mental health of Black and minority ethnic communities, its potential for indirect social and economic benefits, and the possibility to interrupt cycles of youth violence, in order to evidence a model which can be adopted across the UK.

TIP Scale-Up: Since September 2025 we have been working to increase the reach and impact of TIP through the TIP Scale-Up Project. Through this project we are partnering with three organisations in areas across the UK (Learning Partners) to train them in the TIP approach and support them to deliver their own version of the TIP project. There are 4 key elements to the project: training in the TIP approach, Reflective Practice sessions; community of practice; TIP pilot projects and evaluation.

KEY RESPONSIBILITIES

1. Work with the TIP Development Manager and the Scale-up Psychologist/ to plan and implement the scaling up of the TIP Project, engaging the project's Learning Partners and training them to implement the TIP approach.
2. Lead on the design and delivery of training sessions to the Scale-up Learning Partners, in collaboration with the Scale-up Team.
3. Prepare for training sessions, organise information technology and other resources, and manage course enrolment and attendance.
4. Work with the Scale-Up psychologist to plan content across training and reflective practice sessions, and contribute to the Community of Practise.
5. Collect evaluation data, record on internal database, create summary reports for Learning Partners after the completion of training courses and conduct post-training review meetings.
6. Prepare and deliver short talks and presentations at sector conferences.
7. Work with the Digital Content Lead to profile training events on all digital platforms, including social media.
8. Attend Thinking Together meetings and Team Meetings to learn from the wider TIP Team and present learning from the Scale-up Project to colleagues.

OTHER DUTIES

1. An ability to effectively utilise IT packages including Word, Outlook, Excel etc.
2. Attend regular supervision and training as agreed. Maintain knowledge in subject area in line with personal and service needs with support from your line manager within a framework of an appraisal.
3. Ability to adhere to Power the Fight's Health & Safety, HR and operational policies.
4. Undertake any other appropriate duties as requested by your manager. If these duties are extensive and of a higher job description, the terms and conditions of the post maybe varied in negotiation with your line manager.

PERSON SPECIFICATION

CRITERIA	ESSENTIAL (E) OR DESIRABLE (D)	DEMONSTRATED IN APPLICATION (A) OR INTERVIEW (I)?
Relevant qualification in training or adult education.	D	A
Demonstrable experience of delivering training to a range of partners in person and online.	E	A
Experience of designing new training sessions and/or programmes.	D	A
Experience of scaling up or widening participation in a training programme.	D	A
Experience of working in the youth sector or with youth and community groups.	E	A
Demonstrable understanding of trauma informed and therapeutic approaches to working with young people and/or communities.	E	A
Knowledge of learning and development best practice, including delivering training to adults to increase their skills and confidence in their professional roles.	E	I
Able to take an innovative and creative approach, especially when designing new programmes.	D	I
Experience of delivering work in a multi cultural inner city context, with people from a variety of racial, cultural, socio economic and religious backgrounds	E	A

High levels of cultural sensitivity, an understanding and commitment to equal opportunities, anti-racist and anti discriminatory practices.	E	A
Able to build relationships with a range of stakeholders; both professional and those that may themselves be in distress, vulnerable or at risk as a result of serious youth violence or related difficulties.	E	I
Strong IT skills including Excel and knowledge of other Microsoft Office products.	E	I
Friendly and professional, able to form good working relationships with partner staff at all levels.	E	I
A good team player, able to input into a wide range of perspectives, to accept team decisions and inspire others to do the same.	E	I
Methodical approach to work and well organised with excellent time management skills.	E	I
Strong problem-solving skills.	E	I
Commitment to the specific aims and values of the charity, and to working in accordance with its Christian principles and its desire to work with those of all ethnicities, all faiths or none at all and of all political persuasions.	E	A

Power The Fight

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UK Registered Charity No. 1181143
powerthefight.co.uk

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