TIP PROGRAMME MANAGER

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 is subject to a 4-month probationary period and an Enhanced DBS check. This post will close on Monday 30th November and for more information on this role, please email Dr Ron Dodzro at **ronald@powerthefight.org.uk**.

Best wishes,
Ben Lindsay, CEO



JOB DESCRIPTION

JOB TITLE	TIP Programme Manager
EMPLOYMENT STATUS	Part Time
CONTRACT TYPE	Permanent
HOURS	21 hours/3 days per week (0.6 FTE, days to be agreed)
SALARY	£38,570.00 pa FTE
REPORTS TO	Senior Clinical Psychologist
LOCATION	Partner schools in South-East London and the Power the Fight office, with hybrid working possible after the probation period. Travel across London boroughs will be required

JOB OUTLINE

This role will lead and manage the TIP team and be accountable for the day-to-day running of the TIP Project in our partner schools. In this role you will line manage the TIP team, set clear expectations and standards and hold the team to account for them, and ensure that TIP is well planned, resourced, recorded and reported. You will work alongside the Senior Clinical Psychologist.

PROJECT/S ALIGNED WITH THIS JOB POST

The Therapeutic Intervention for Peace (TIP) Project is a codeveloped and culturally sensitive conduit model of partnership work which aims to reduce interpersonal youth violence through preventative, holistic and whole systems change. The model was first devised in response to the recommendations of the 2020 TIP Research Report, which documented the experiences and realities of young people, families and practitioners impacted by interpersonal violence between young people.

The broad objective of the TIP intervention is to reduce violence that impacts young people. To achieve this, the TIP project is evaluated on four key aims:

1. Increase wellbeing and improve mental health amongst young people.
2. Support system and cultural change in educational settings, increasing cultural sensitivity among staff and institutional practices.
3. Act as a conduit for external agencies, services and resources for schools and their communities.
4. Provide support and reflective spaces for parents/carers.

TIP was first piloted in Autumn 2020 at a secondary school in Lewisham and expanded to further schools in 2021 and 2022. It is currently delivered in three secondary schools in Southwark by a multidisciplinary team of therapeutic youth practitioners, community outreach and youth advocacy staff, working alongside Power the Fight's clinical psychologists and counsellors.

KEY RESPONSIBILITIES

1. Line manage the TIP team, setting clear objectives and holding regular one-to-ones and annual appraisals.
2. Set and uphold clear standards of practice and professional conduct, addressing performance, conduct and attendance concerns promptly and fairly in line with Power the Fight's HR policies.
3. Lead the day-to-day delivery of TIP in partner schools, planning and managing the scheduling and logistics of group workshops, individual sessions, parent/carer workshops, and reflective practice sessions.
4. Act as the main operational contact for partner schools, ensuring TIP delivery is consistent and meets agreed service expectations.
5. Work with the Senior Clinical Psychologist, keeping a clear division between operational line management and clinical oversight, and escalating where required.
6. Make day-to-day operational decisions within delegated authority, and manage the team's calendar, workload, annual leave and cover, including arrangements for the days you are not working.
7. Oversee data management and information governance, ensuring all client and programme data is accurately collected, recorded and stored in line with data protection requirements, and produce reports for funders and senior managers, as required.
8. Use service data to monitor quality and outcomes against TIP's four aims and make recommendations to the Senior Clinical Psychologist on improvements to delivery.
9. Represent TIP with stakeholders including schools, funders, policy makers and voluntary sector organisations.
10. Ensure that the TIP team deliver their work in line with Power the Fight's mission, values and theory of change.

OTHER DUTIES

1. An ability to effectively utilise IT packages including Word, Outlook, Excel etc.

2. Attend regular management 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, safeguarding and operational policies, and those of partner schools.
4. Respond appropriately and professionally to emotionally distressing situations and safeguarding concerns, and support others involved in them as part of the Safeguarding Team.
5. 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 may be varied in negotiation with your line manager.

PERSON SPECIFICATION

CRITERIA	ESSENTIAL (E) OR DESIRABLE (D)	DEMONSTRATED IN APPLICATION (A) OR INTERVIEW (I)?
Degree-level qualification or equivalent professional experience in youth and community work, social work, psychology, education, health and social care or a related field.	E	A
Substantial experience of line managing staff, including setting objectives, appraisal and managing performance, conduct and absence.	E	A & I
Proven ability to lead a multidisciplinary team: setting clear expectations, holding staff to account and addressing concerns promptly and fairly.	E	A & I
Experience of the operational management of a service or programme, including scheduling, resources, governance and reporting.	E	A & I
Management or leadership qualification (e.g. ILM Level 5 or equivalent).	D	A
Experience of working with young people	E	A
Experience of managing a service delivered in schools.	D	A & I
Experience of multi-agency working and of building effective relationships with schools and external partners.	E	A & I

Good understanding of Trauma Informed Practice, Contextual Safeguarding approaches and cultural sensitivity, with a commitment to anti-racist and anti-discriminatory practice.	D	A & I
Knowledge of legislation and best practice relating to safeguarding and child protection, mental health and equalities.	E	I
Knowledge of data protection (UK GDPR) and information governance in a health, education or social care setting.	E	I
Experience collecting, analysing and reporting service data and outcomes.	E	A & I
Experience of research, audit or service evaluation.	D	A
Additional qualification in child and adolescent mental health.	D	A
Excellent communication skills, able to communicate complex and sensitive information with young people, parents/carers and colleagues.	E	I
Ability to identify and manage risk and to remain composed in emotionally stressful situations.	E	I
Excellent organisation and time management, with the ability to manage competing priorities within a part-time role.	E	A & I

Confident and decisive, able to take initiative and make sound decisions.	E	I
Experience of providing teaching or training to professional groups.	D	A
Commitment to the aims, values and ethos of Power the Fight, including its commitment to work with those of all ethnicities, all faiths and none, and all political persuasions.	E	I

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UK Registered Charity No. 1181143
powerthefight.co.uk

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