TIP SCALE-UP 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 will close on Monday 30th November and for more information on this role, please email Laura Price at **laura@powerthefight.org.uk**.

Best wishes,
Ben Lindsay, CEO



JOB DESCRIPTION

JOB TITLE	TIP Scale-Up Manager
EMPLOYMENT STATUS	Part Time
CONTRACT TYPE	Fixed Term until December 2027
HOURS	14 hours/2 days per week (days to be agreed), some evening and weekend hours may be required.
SALARY	£38,570.00 pa FTE
REPORTS TO	Deputy CEO and Head of Training & Programmes
LOCATION	Power the Fight Office and hybrid working between home and office, some travel may be required

JOB OUTLINE

This role will oversee the completion of the TIP Scale-Up Pilot project which began in January 2025. In this role you will support the Learning Partners to complete their pilot projects, work with our Research Analyst to evaluate the projects and disseminate the findings and line manage the Scale-Up Psychologist and Scale-Up Trainer.

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.

Since January 2025 we have been piloting the TIP Scale-Up Project. Power The Fight's core values of collaboration, co-production and cultural sensitivity mean that we aim to share our learning from TIP with others to expand its impact on young people, families and communities affected by violence. To do this, we have been working with 3 Learning Partner organisations across the UK to train them in the TIP approach, provide Reflective Practice that helps them to embed their learning and develop and deliver pilot versions of the TIP Project in their own context. The learning we have taken from TIP since 2021 has shown us that we must partner with local, culturally sensitive organisations in order to make the strategic scale-up of the project successful.

KEY RESPONSIBILITIES

1. Co-ordinate the delivery of the TIP Scale-Up Project, working with the Scale-Up Team and Learning Partners to ensure the programme is delivered on time.
2. Develop strong relationships with the Learning Partners, facilitating feedback and learning from their experiences of the programme, as well as ensure they remain committed to the end of the pilot.
3. Line manage the Scale-Up Trainer and Scale-Up Psychologist, supporting them to deliver their work on the programme and develop their professional skills.
4. Work with the Research Analyst to collect evaluation, learning and impact data and communicate this to external stakeholders through an end of project report, presentation, conference keynotes and other channels.
5. Seek and advocate for opportunities for the Scale-Up Project to continue and expand it's reach with local and national partners, including funders.
6. Collaborate with our Bid Writer to complete funding applications.
7. Oversee data management, ensuring all programme data is accurately collected and create reports using this data for funders and senior managers, as required.
8. Ensure that the Scale-Up Team are confident to 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 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)?
Degree-level qualification or equivalent professional experience in social care, education, psychology, youth work, project management, public health or a related field.	E	A
Proven experience of managing complex projects or programmes involving multiple stakeholders and competing priorities.	E	A & I
Experience of managing pilot programmes and supporting transition to wider implementation.	D	A & I
Strong organisational skills with the ability to monitor progress, manage risks and adapt plans where required.	E	I
Experience of building and maintaining effective relationships with external partners, fostering engagement and commitment over time.	E	A & I
Excellent communication and interpersonal skills, with confidence facilitating discussions, learning events and stakeholder meetings.	E	I
Experience of line managing staff and supporting their professional development and performance.	E	A
Experience leading multidisciplinary teams including training, psychology, research or practice specialists.	D	I

Experience collecting, interpreting and reporting qualitative and quantitative data to demonstrate programme outcomes and impact.	E	A & I
Experience presenting research findings, impact data or learning at conferences or sector events.	D	I
Experience engaging with funders, commissioners or strategic partners to grow and sustain projects.	D	I
Good understanding of Trauma Informed Practices, Contextual safeguarding approaches and cultural sensitivity and ability to implement within projects and organisations.	E	A & I
Ability to work independently, manage ambiguity and respond positively to change.	E	A & I

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UK Registered Charity No. 1181143
powerthefight.co.uk

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