



Director of Partnerships and Programmes

Role Type: Permanent, Full Time

Location: Flexible, regular travel to London and Manchester

Salary: £46,000 to £55,000

Reports to: CEO

About Khulisa

Khulisa (meaning 'to nurture' in Zulu) is an award-winning national charity with South African roots. Our programmes have been successful in reducing violence and conflict in post-apartheid South African communities since 1997 and was first piloted in the UK in 2007. Since then, Khulisa has developed a reputation as experts in reducing reoffending and crime by supporting young people and prisoners to explore the root causes of their disruptive or violent behaviour, very often this behaviour is symptomatic of experiences of trauma, abuse and neglect.

We have worked in prisons since 2007 and in schools and pupil referral units (PRUs) since 2011, delivering SEL (social and emotional learning) programmes. It is now widely accepted that children's social skills (such as conscientiousness, self-discipline and perseverance) are more accurate predictors of their health, wealth and criminal history in later life than IQ or social background¹. As such, Khulisa's team of therapists work with young people to provide a range of interventions which are designed to build social and emotional skills. Recent evaluations of our work show that only 7% of our beneficiaries go on to re-offend (almost 8 times lower than the control group), and that young people's motivation, self-confidence and wellbeing are significantly improved.

Over time we have also realised the critical importance of young people having positive relationships and being in an environment which responds effectively to their emotional needs. As a result, we now take a whole-school or whole-prison approach, delivering our interventions in tandem with professional training for prison officers and teachers. Our new 20-23 strategy will see Khulisa take further steps into this work, by increasing our attention to other key relationships in a young person's life (i.e. their peers, parents and carers).

"I think my school would be calmer and more understanding if everyone could do the Khulisa programme, including the adults" - 12 year old pupil, 2020

'Khulisa's programme has had a deep impact on several of the students. It has opened a bit of a Pandora's Box for some students and is just the beginning of a process that the students will need continued support with.' - College Principal, NewLAP College, Newham, 2019

¹ Moffitt et al (2011) A gradient of childhood self-control predicts health, wealth, and public safety in Proceedings of the National Academy of Sciences, Vol. 108:7



Khulisa is a charity funded predominantly by grants from Trusts and Foundations and sales. With a team of 12 staff (and 12 freelance facilitators), we support 1,000 young people and train over 3,000 professionals each year. Our key partners include local authorities, schools, prisons. We are also members of London Youth, Clinks, the SCYJ and various other community groups that promote the wellbeing of vulnerable young people.

Why Now?

Due to significant organisational growth over the last 3 years and due to the rapid digitisation of our programmes, Khulisa is creating a new post within the Senior Management Team. The new Director role will join us at a pivotal moment in our organisational journey, as we seek to embed new digital programmes and capitalize on opportunities to scale and expand our work.

Since 2015 we have doubled in size, we redeveloped our brand, refined our theory of change, invested in our digital and evaluation capabilities, secured multi-year funding and support from a series of well-respected funders and partners. This has laid solid foundations for future growth as we seek to expand and scale our programmes, reaching the most vulnerable young people across the UK. Over the next three years, we aim to support over 3000 young people and train up to 10,000 professionals in how to support young people in their care. To make this happen, we need a Director to lead on new national and regional partnerships and to ensure our delivery model evolves to meet high quality and high impact growth targets.

The successful candidate will have a strong track record of building and nurturing partnerships (ideally within the education or justice sectors), and leading programmes designed for young people. This is a highly strategic role with national oversight of the delivery of our digital and face to face programmes. The ideal candidate will have leadership as well as strong programme management skills to motivate and inspire internal teams and create the conditions for effective programme delivery and partnership working. We're looking for someone who cares deeply about young people and will be creative and innovative in their approach to bringing about transformational change. For further information about the role, please contact Khulisa's Chief Executive, Cara Cinnamon - cara@khulisa.co.uk

Job Description

The Director of Partnerships and Programmes is a leadership position within the organisation and is one of three Directors reporting into the CEO. This role requires an individual who has the ability to think strategically and operationally. The Director is responsible for developing and leading the charity's national partnership strategy and programmes portfolio, ensuring that we meet and exceed delivery objectives whilst



working in partnership with a range of national and regional partners e.g. schools, prisons, peer charities, HMPPS/MOJ and Local Authorities.

The role holds the utmost accountability for ensuring Khulisa's intervention is delivered to young people and professionals effectively and to a consistently high quality. As well as focusing on current delivery capability, the Director of Partnerships and Programmes will also be preparing Khulisa for long term expansion by setting our partnership strategy and preparing the delivery team for rapid growth and acclimatising to working in a digital way.

KEY ASPECTS OF THE ROLE:

Leadership and Line Management

- Be an active and engaged member of Khulisa's senior management team, contributing to the design and delivery of Khulisa's 2020-23 strategic priorities.
- Lead and motivate the delivery team (and 10-15 freelance facilitators) so that the team is performing safely and to their full potential.
- Inform and engage the Board, the SMT and broader Khulisa team on all performance matters related to our partnerships and the delivery of our programmes including key risks and mitigations
- Lead on the ongoing development and implementation of Khulisa's Safeguarding policy.
- Speak on behalf of Khulisa at sector-specific external events and contributing to our policy position on wellbeing and SEL.

Programme Strategy

- Act as the senior stakeholder for all matters related to the successful delivery of Khulisa's varied programme portfolio (online and offline), on a regional and national level
- You will have strategic oversight of how programmes are being delivered, ensuring all programme objectives are being met
- You will be responsible for identifying areas for growth and improvement, and work closely with the Director of Design and Innovation to bring these ideas to life
- Act as technical lead on the continuous improvement of Khulisa's programme management tools (e.g. Service Level Agreements, Delivery Partner Matrix , Programmes Scheduler)
- With support from the Head of Finance, ensure delivery budgets are forecasted accurately, and that projects are delivered on time and within budget. Reconcile all third party costs on a monthly basis with the annual forecast included in the budget.

Programme Quality

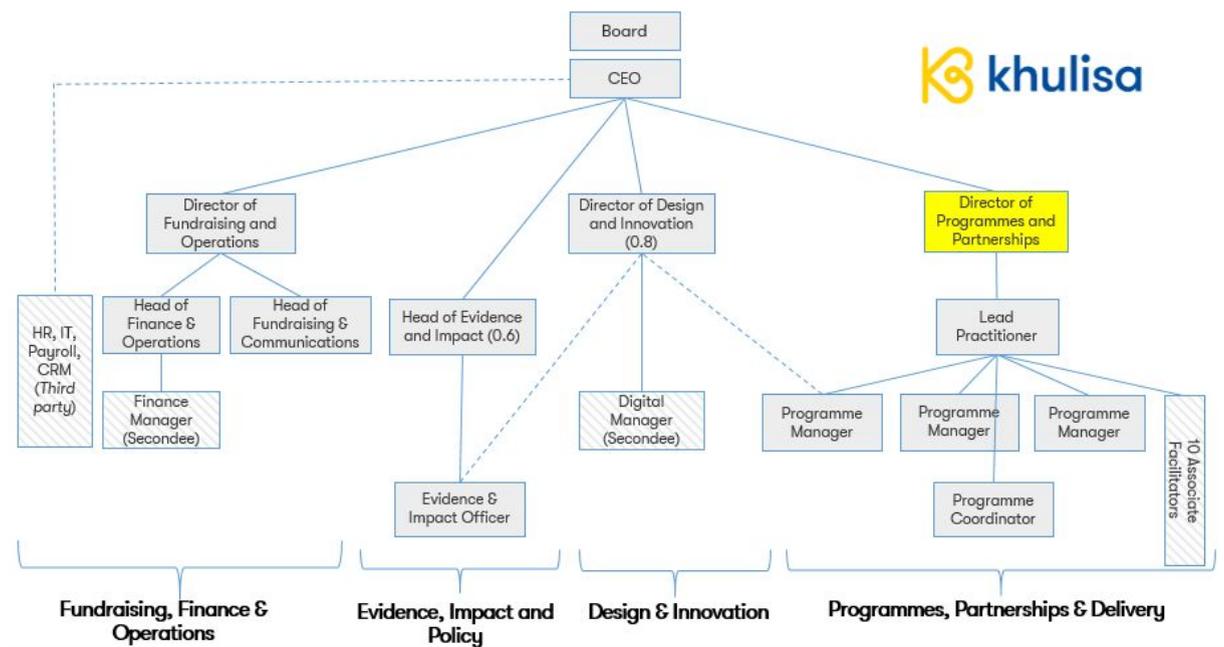
- Ensure that all of Khulisa’s programmes (both online and offline) are delivering maximum impact for children, young people and professionals at a national and regional level.
- Review and recommend new opportunities to meet the current and emerging needs of our programme participants.
- Oversee the recruitment, training and development of all Delivery staff including the Associate Facilitators.
- Work with the Lead Practitioner to ensure that the quality of delivery is consistently high across all programmes and with all partners

Partnership Strategy

- Establish Khulisa’s partnerships strategy, ensuring that our delivery partners have strong values-alignment, a shared focus on accountability and impact measurement and meet local needs effectively
- Lead the design and delivery of Khulisa’s partnership engagement and retention strategy, covering the whole partnership lifecycle (cultivation, induction, mobilisation, stewardship and review)
- Manage Khulisa’s existing relationships with sector peers, practitioners and delivery partners across the voluntary sector, fostering our value of collaboration

Fundraising and Commercial Strategy

- Support the Fundraising team by providing updates on programme delivery and partnership quality, to ensure we are delivering against pre-agreed grant objectives and stewardship goals
- Provide opportunities for funders, ambassadors and other external stakeholders to learn more about Khulisa’s programmes and the impact of our work





About You

Knowledge and Skills

You are an effective and experienced leader and line manager, able to develop and coach others to fulfil their potential.

You're resilient, self-aware and have a proactive, solutions focused approach to problem-solving.

You enjoy working as part of a small and ambitious team and are keen to take on a role with plenty of autonomy and scope to lead and create change.

You are familiar with the context of the charity, education and/or justice sectors and the various pitfalls of these systems which result in many young people becoming excluded or marginalised.

You understand the complexities and challenges that schools, prisons and the professionals working in these institutions encounter when supporting vulnerable young people, and will enjoy working closely with professionals in these settings.

You understand the needs of Khulisa's beneficiary groups and have a good knowledge of Khulisa's peers and other wellbeing or mental health service delivery providers.

Relevant Experience

You have extensive experience of managing national or regional programmes which support young people at risk, ideally programmes which promote positive wellbeing and mental health. You might have experience of leading digital programmes and have some experience of promoting these programmes to young people directly

You are an experienced project manager, able to forecast and track programme KPIs/performance measures on a monthly, quarterly and annual basis

You are a proactive and highly effective partnership builder, able to identify new opportunities for collaboration and able to lead organisations through the process of setting up and mobilizing new partnerships with shared goals and objectives

You are a confident project manager, able to lead on new and innovative projects from concept, design, delivery and evaluation, bringing together a range of diverse stakeholder groups with competing priorities

You are a strong and charismatic leader, able to influence and inspire external stakeholders, to cultivate new relationships for the charity and motivate and manage a high performance team



You are a confident communicator and experienced in managing multiple and diverse stakeholder groups with an inspiring vision and a clear strategy with goals and milestones

Personal Qualities

You are committed to Khulisa's vision and believe that all positive life outcomes start with a child feeling happy and well

You believe in an inclusive, wellbeing-led approach to supporting young people (as opposed to punitive approaches which further exclude and punish young people)

You are passionate about making a difference to the lives of young people across the UK and you want to contribute meaningfully to changes in policy, practice and the perceptions of young people

We are especially interested to hear from applicants who have lived experience of youth violence, ACE, school exclusion and/or the justice system. It is also important to us that the people we hire do not discriminate. We believe in being inclusive and giving everyone an equal chance to succeed. Applications are welcome from all regardless of age, sex, gender identity, disability, marriage or civil partnership, pregnancy and maternity, religion or belief, race, sexual orientation, transgender status or social economic background.

Benefits

Alongside a competitive salary, Khulisa offers a vibrant, well-being oriented culture and benefits, including:

- 25 days leave (plus an incremental 5 days over the Christmas period)
- Pension scheme
- An annual health and well-being allowance
- Flexible contracts (e.g. home-working, compressed week) to support family-life and work-life balance
- Enhanced Maternity/Paternity/Adoption Leave

How to Apply

Application is by way of CV and a Supporting Statement which should highlight your interest in the role and your relevant skills and experience, to be sent to the CEO and hiring manager cara@khulisa.co.uk. The closing date for applications is **Monday 21st September 2020**.