

Head of Partnerships Recruitment Pack 2022



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The role at a glance

Head of Partnerships

Reporting to

Director of Partnerships and Programmes

Role type

Permanent

Hours

Full Time

Salary and benefits

£39,500 - £49,500

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 working arrangements to support family-life and work-life balance
- Enhanced Maternity/Paternity/Adoption Leave

Location

London or Manchester
(with regular travel between the two)

Start date

September onwards

Why should you apply?

The Head of Partnerships is a new role that will join us at a pivotal moment in our organisational journey, as we look to work with more partners so we can reach more young people than ever before. In order to do this we have recently doubled our delivery team and it's brimming full of talent, passion and ambition for our work. You'll be instrumental in working with the Head of Delivery to lead the team's direction, ensuring and providing opportunities for programmes to take place with partners that are values-aligned and in communities where it'll have the greatest impact. We are looking for someone who champions a relational and nurturing partnership approach, strives constantly for best practice and who is keen to grow and develop their knowledge of therapeutic processes and trauma aware and informed leadership. You'll work closely with the Head of Fundraising to maintain a partnership-led fundraising and commercial strategy and will have experience in business development. This is such an exciting time to join us and to really shape these areas, and you'll also be instrumental in launching our whole school approach across multiple new schools, not just making a difference to young people, but being part of long-term systemic change in the environments and worlds they live in.

About Khulisa

Khulisa (meaning 'to nurture' in Zulu) is an award-winning national charity. We work with young people aged 11-25 whose lives have been affected by trauma or adversity. Experiencing trauma or adversity can hamper the development of social and emotional skills in young people (e.g. their self-confidence, self discipline and coping skills). Social and emotional skills are core, foundational life skills, and are more accurate predictors of a person's future health, wealth and criminal history than IQ or social background. Without these key skills and the more trauma a child is exposed to, the worse their life outcomes are likely to be.

Our Impact

In the last 12 months we have supported over **4,500** young people and the key adults in their lives. A series of internal and external evaluations show that:

7% vs 70%

Only 7% of our participants with a criminal record go on to re-offend (vs a national average of 70% for under 25s).

50% reduction

Our programme reduces the risk of exclusion by more than half.

98%

of school students demonstrate improved behaviour following our intervention.

67%

of young people show improved wellbeing and coping skills.

What we do

We have worked with young people in prisons since 2007 and in schools and pupil referral units (PRUs) since 2011. We support young people in London, Manchester and Birmingham and our team of skilled therapists deliver intensive, therapeutic programmes for groups of 8-10 young people over a 6 week period. These programmes are proven to significantly increase young people's social and emotional skills, and in turn, their emotional wellbeing and self-confidence. We also train professionals, parents and carers in how to create nurturing, trauma-informed environments for young people. This is because to create meaningful and lasting change, we need to ensure that all young people are cared for by adults who are trauma-informed and are supported by systems that are responsive to their social and emotional needs.

Methodology

Our programmes are emergent, the process is fixed but how we cover the content and reach programme outcomes can differ depending on the environment, culture and participant readiness. Our programmes are multi-layered, taking into account:

Individual Focus: Attachment Theory, Psycho-social development Theory and a Trauma-informed Lens

Relational Focus: Transactional Analysis, the Good Lives Model, Restorative Approaches

Empower focus: Dramatherapy, creative arts techniques and a systemic focus.

Our delivery team is a mix of dramatherapists, counselors and youth work practitioners.

Our Organisation

We have a team of 20 staff, 11 of which sit in the Programmes and Partnerships directorate. 12 freelance facilitators and a Board of 8 people. Our key partners include local authorities, schools and prisons. We are also members of the London Violence Reduction Unit working group, The Fair Education Alliance, and The Centre for Social Justice and various other influential groups that promote improved outcomes for vulnerable young people, and crime reduction.

Our Core Beliefs

Emotional trauma is the predominant root cause of violence, social exclusion and crime. Young people who experienced trauma or serious adversity are proven to experience delays in social and emotional development. This has serious life limiting consequences, creating barriers to educational attainment and employment, and often leads to a life of violence, social exclusion and crime.

Emotional health is the key indicator of positive life outcomes for young people. Young people who are demonstrating repeated patterns of violent or disruptive behaviour are expressing a social or emotional need which is not being met. They need support and adequate care. Current archaic structures reinforce punishment and exclusion as a response to these behaviours, which high recidivism and youth crime rates prove, do not work.

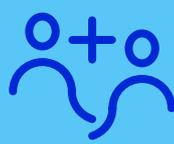
Social and emotional skills are proven to promote positive life outcomes and are disproportionately more valuable to the most disadvantaged groups. These skills will only do so much for young people. We must build skills whilst helping individuals to build positive relationships in nurturing environments, and we do this by training the key adults in these young peoples' lives to be receptive to their needs. These are the essential conditions for effecting positive change in the lives of young people at risk of exclusion, crime and violence.

Our Values



To Nurture

Supporting growth and capacity to enable greater emotional intelligence individually, and as a team



To Restore

Working effectively and restoratively as part of a team – a strengths-based approach to problem-solving and conflict resolution (Relational)



To Empower

Enabling others to thrive and make healthy choices for self, others and the organisation (Community)



To Guide

Leading projects, teams and people in pursuit of our purpose

Job description

The role

Working in partnership with schools and peer organisations is integral to ensuring Khulisa can achieve its mission. Typically, we will work with over 10-15 schools a year, where we deliver intensive wellbeing programmes for young people and training for staff. We also partner with a further 20-30 organisations (including local authorities, youth offending teams and peer charities) to train parents, carers and professionals to become trauma-informed and more responsive to the needs of children in their care.

As we embark on a rapid period of growth, we are looking to recruit a senior manager into a new role, who will lead our relationships with all our external delivery partners.

The Head of Partnerships will manage both national and regional partnerships and decide which schools we work with, and why. You will ensure that the partnerships are operating well and are generating positive outcomes for the young people and adults who engage with our team. You will be ultimately responsible for designing and delivering our partnership growth strategy, ensuring that we can increase the number of schools we work with from 15 to 50 by 2025. You will work closely with the Head of Delivery, to provide line management supervision and support for the delivery team that is therapeutically informed. And together you will ensure that our team is meeting demand and delivering to a consistent standard and quality as we grow.

This is a senior management role within the organisation, reporting directly to the Director of Partnerships and Programmes and working closely with the CEO. This role would be ideal for someone with a deep understanding of the education sector, and the ambition to take a leading role in our growth plans over the next 3-5 years.

About you

This person will lead on the whole partnership life cycle, from managing relationships with existing partners, responding to enquiries from prospective partners and seeking out new partnerships with like-minded organisations that will help us meet our shared goals.

The successful candidate will have a strong track record of building and nurturing partnerships (ideally within the charity, education or youth sectors). This is predominantly an operational role, with some strategic responsibility for reviewing how well we're engaging with our partners, and suggesting ways we could improve.

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. They will have experience working with complex and marginalised groups of people and will ideally have line managed staff delivering frontline services.

For further information about the role, please join our drop in sessions on 11th or 16th August or contact the hiring manager,

Jodie Wickers by email - jodie@khulisa.co.uk

“

It was as if this programme was made for me, I was in the right place and I learnt that people want me around. I learnt how to trust people. It helped me get more confidence and it helped me a lot to control myself. I'm proud of myself, I did really well compared with how I am in class.

Face It Participant

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Job description

The Head of Partnerships is a senior management position within the organisation and reports directly to the Director of Programmes and Partnerships.

Leadership and Line Management

- Line Management of the Participation Manager, who is responsible for ensuring that young people's views are central to decision making and evaluation processes throughout the organisation.
- Line management of Programme Managers, who are responsible for on the ground partnership set up and the delivery of Khulisa's programmes.
- Maintain a high support/high performance culture that actively promotes constructive challenge, radical conversations and continuous learning.
- Support the SLT and broader Khulisa team on all performance matters related to our partnerships and the delivery of our programmes including identifying key risks and mitigations

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
- Lead on the continuous improvement of Khulisa's programme management tools (e.g. Service Level Agreements, Delivery Partner Matrix, Programmes Scheduler)

Relationship Management

- Ongoing relationship management: Manage relationships with current partners. Communicate partner needs to delivery team and ensure high standard delivery and reporting. Deliver bespoke, high quality impact reports for partners. Support existing partners to make use of the range of the charity's programmes.
- Reporting: Provide updates to the team report on new and ongoing national partners. Support the development of systems to improve the tracking and monitoring of National partnerships across the charity.
- Wider Support: Support the charity's wider activities, including data collection, reporting, and communications. Provide training on developing new partnerships across the programme teams.
- Ensure that all of Khulisa's programmes are delivering maximum impact for children, young people and professionals at a national and regional level.
- Work with the Head of Delivery to ensure that the quality of delivery is consistently high across all programmes and with all partners

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
- Speak on behalf of Khulisa at sector-specific external events and contributing to our policy position on wellbeing.

About You

Knowledge and Skills

- 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 education sector well and have good working knowledge of the various stakeholders and the relationships between schools, multi-academy trusts and local authorities.
- You have direct experience working with complex young people, and can relate to the non-linear process of programme delivery
- You have previously provided line management or supervision to others and understand the importance of trauma-informed supervision
- 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 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

Candidates are encouraged to apply even if your experience doesn't precisely match the job description for this role. Your experience, skills and passion will set you apart so tell us about your achievements, irrespective of whether they are personal or work-related and how this has shaped you, including things you've learnt along the way.

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.

How to apply

To apply, please send us a copy of your **CV** (no more than 2 pages)

along-with a **cover letter** outlining your suitability for the role (2 pages max)

If you would like to, please fill out our diversity questionnaire [here](#)

CVs and Supporting Statements should be sent to: info@khulisa.co.uk by **Tuesday 23rd August at 9am.**

Queries about the role

For further information about the role, please sign up to join one of our drop in sessions on 11th or 16th August. You can do this by contacting info@khulisa.co.uk for the zoom link.

Or you may contact the hiring manager, **Jodie Wickers** by email - jodie@khulisa.co.uk

Application dates and interview process

| Interview process | Date and time | How |
|----------------------------------|--|--|
| 1. Application deadline | 9am, Tuesday 23 August 2022 | Email info@khulisa.co.uk |
| 2. Zoom open sessions | 11 August - 12.30-1.30pm 16 August - 12.30-1.30pm | Zoom |
| 3. Successful applicants updated | 24 August 2022 | Applicants will be emailed |
| 4. Interviews | 30 August 31 August 2 September | Face-to-face |



Thank you for your interest!