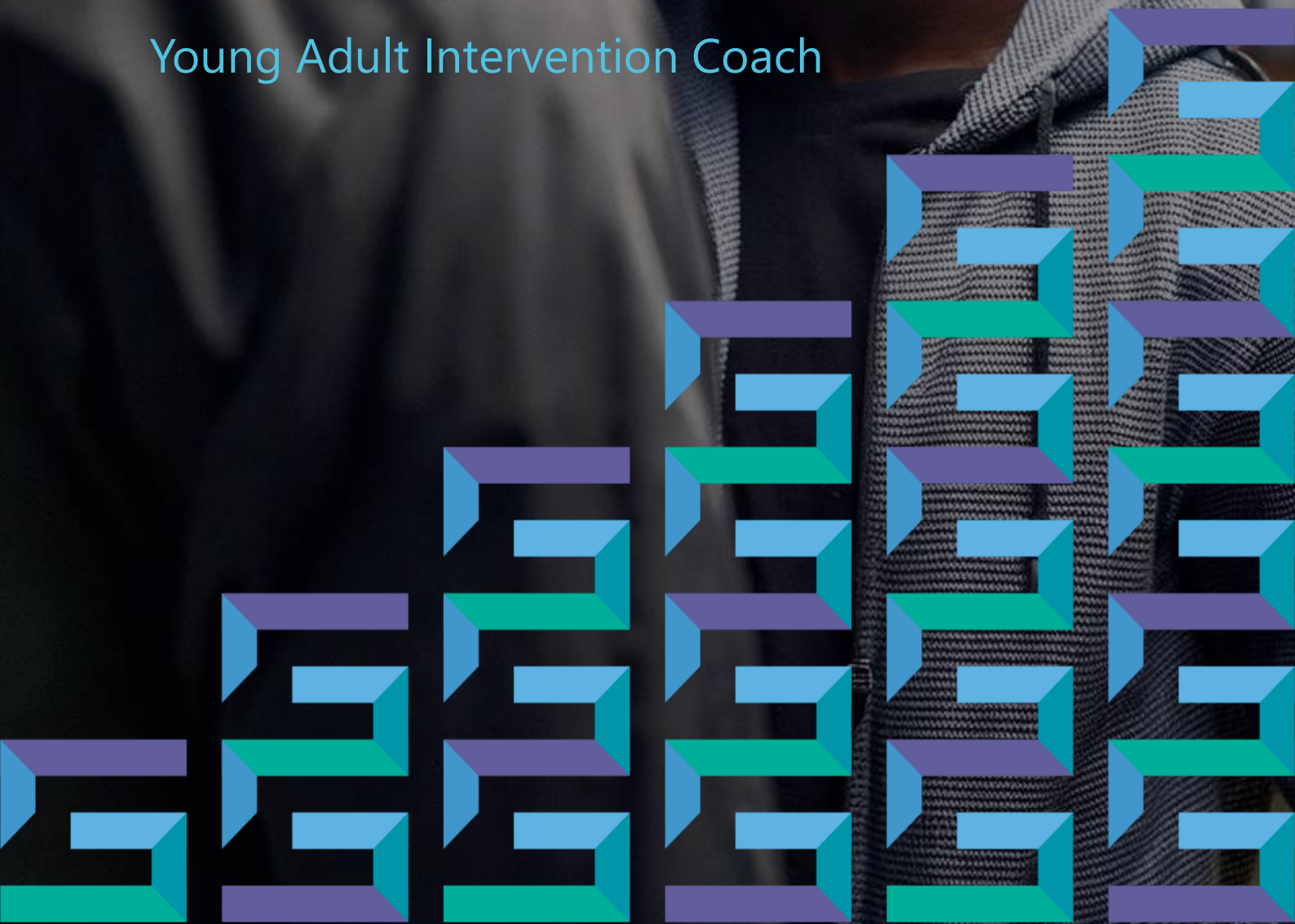
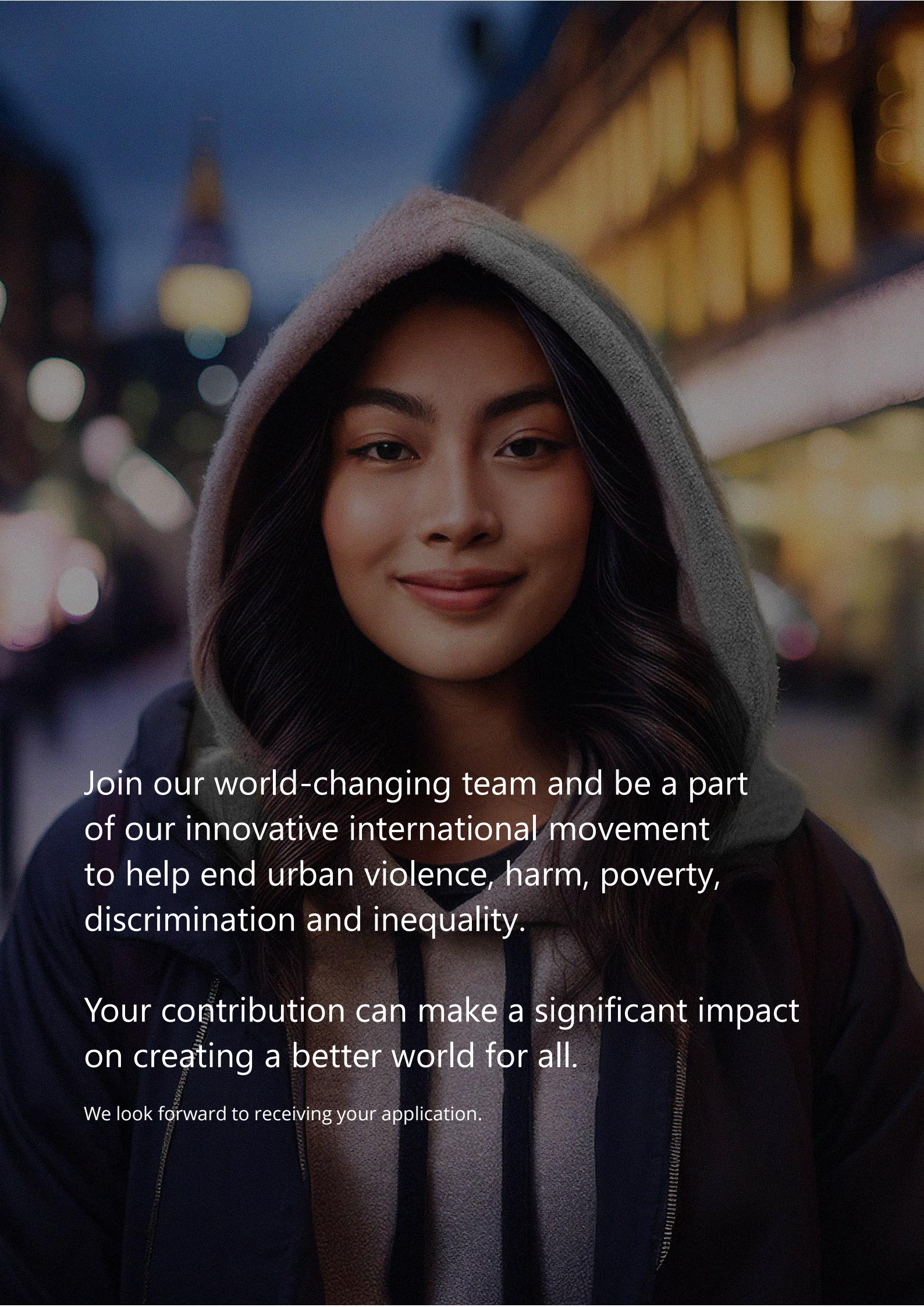


Recruitment & Job Description Pack 2024

Young Adult Intervention Coach





Join our world-changing team and be a part
of our innovative international movement
to help end urban violence, harm, poverty,
discrimination and inequality.

Your contribution can make a significant impact
on creating a better world for all.

We look forward to receiving your application.



Post: Young Adult Intervention Coach: Casework and targeted street work focused on Exploitation, Violence and Harm Reduction

Starting Salary: £33,500 per annum

Top Salary Band for role: £35,000 per annum

This Pack contains

1. [Welcome and Introduction](#)
2. [Why working for Streets of Growth will enhance your career – Benefits](#)
3. [About Streets of Growth – Why We Are Different](#)
4. [Our Values, Model & Practice](#)
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6. [Work Benefits](#)
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Introduction

Welcome to Streets of Growth

In our candidate pack, you will read about the impactful work we deliver with high-risk and vulnerable young people and their families who have experienced trauma, exploitation, abuse, violence, and harm. We are passionate and committed to ensuring that all the young people we serve can move out of harm and build positive futures.

Streets of Growth's mission is to break the cycle of urban violence, harm, poverty, and social inequality experienced by the most marginalised young people in our communities. We are part of an international movement working with innovative organisations and individuals to achieve a vision where no young adult is left behind or living in harm and has equal access to socioeconomic opportunity and progressive mobility.

We are seeking individuals who share our vision, mission, and values and who want to be part of a dynamic team working to bring positive, impactful change to every young person we work with. If successful, you would be joining Streets of Growth at a time of growth, with a clear strategy and ambition to expand our work and model. We are committed to investing in the professional development and personal growth of our valued frontline staff, who are the driving force of Streets of Growth.

Thank you for considering Streets of Growth as your next professional home. We look forward to receiving your application and the possibility of welcoming you into our dynamic, progressive team working to create a safer, fairer society for all young people.

Streets of Growth Team

Why Working for Streets of Growth Will Enhance Your Career & Staff Benefits

At Streets of Growth, we are committed to providing exceptional training and career development opportunities, embedded in practical experience that you won't find anywhere else. By joining our team, you will have a unique professional development opportunity.

- **Enhance Your Skills:** We offer a comprehensive training programme in targeted intervention and harm reduction work. Our training is designed to help you develop the skills you need to excel in your role and make a real impact on the lives of young people and the community.
- **Career Development:** We believe in investing in our employees' growth and development. Our charity provides numerous opportunities for career advancement, including mentorship programmes, leadership training, and access to a network of professionals leading in the fields of Modern Slavery, exploitation and trafficking, harm and violence reduction, trauma practice and neuroscience development.
- **Make a Difference:** Working with our charity means you will be part of a dedicated team that is committed to improving the lives of those in need. Your work will have a direct impact on the community, and you will have the satisfaction of knowing that you are making a positive difference every day.
- **Supportive Environment:** We foster a supportive and inclusive work environment where everyone is valued and respected. Our team is passionate about our mission, and we work together to achieve our goals.

Join us and be part of a charity that is dedicated to providing exceptional training and career development opportunities. Together, we can make a difference in the field of targeted intervention and harm reduction work.

Other Work Benefits Summary

- 25 annual leave days plus bank holidays per year raising to 28 Annual leave days on 2 years of employment
- A fair and benchmarked salary with consistent salary reviews
- Pension scheme of up to 8% contribution
- Employee Assisted Scheme 24/7
- Generous individual training budget
- Great Location near tubes, Spitalfields, Brick Lane and direct access to Central London

About Us – Why We Are Different

On Purpose: We deliberately find, accompany, and equip young adults to reduce harm and positively change their lives and neighbourhoods until they become independent of us.

Our Vision: A world where no young adult is left behind or living in harm and has equal access to socioeconomic opportunity and progressive mobility.



Founded in 2001 Streets of Growth has grown into a borough-wide and internationally-linked outcome-driven organisation that is focused on tackling the root causes of harm, violence and discrimination experienced by young adults in East London.

Over the last 23 years, we have had the honour to engage and serve over 6000 young people (250 to 300 young people per year), with an 80% retention and success rate of enabling young people to develop the motivation, resilience, and lifelong skills to disrupt patterns and cycles of harm and progress into positive thriving lives.

In our most recent impact review, we analysed outcomes from 127 young people referred to us in 'active crisis' – i.e. not yet ready to engage with training/employment opportunities due to high-risk factors such as criminal exploitation, criminal behaviour, weapon carrying, gang affiliation, substance use, mental health impacted by trauma.

This group demonstrated a range of positive outcomes from support within six months, for example:

Our model Appropriate Intervention Bridging Programme. Our Frontline Team combines outreach and targeted intervention across four core areas: Lifestyles, Career and Education Progression and Environment. (LCEE) Our approach is staged-based programming for positive life outcomes.

- **73%** had begun to make lifestyle changes and to move away from negative behaviours.
- **68%** had received no cautions, ASB warnings or arrests for six months or more.
- **71%** reported feeling more self-confident.
- **52%** progressed into employment within the period.

We are not a quick-fix programme, we understand that change for the young people we engage is not linear, and we work over the long term (up to 3 years) building with each young adult a relationship of change, based on trust, honesty, safety, shared vision, joint action, and sustained progression.

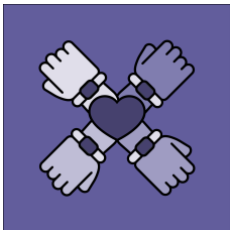
Values & Principles

Our Values: are fundamental to your work, organisational culture and practice and we work through five core values with all our young people, staff, and intentional partners.



Belonging

Through continuous outreach and connection, an Intervention Coach aims to build a sense of belonging with a Young Person. When belonging is continually practised, values such as diversity of relationships, communication, respect, safety, and inclusion are evident.



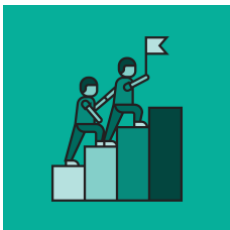
Generosity

When generosity is continually practised by the Intervention Coach, hope and empathy are demonstrated as young people develop a personal sense of worth, purpose, and value through believing they have something to give and contribute to society.



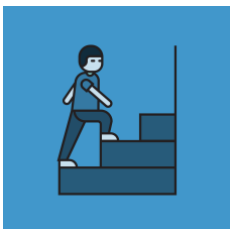
Competence

Competence means for an Intervention Coach to embrace the continual need to learn, grow, and increase their skills and expertise. To understand and support young people in their learning and growth tensions.



Interdependence

Consistently developing ways in which to better engage with young people, in both good and difficult situations. This is a critical part of self, organisational, and community development.



Independence

Independence allows us to perform our responsibilities excellently, seek help when needed, and commit to interventions that model safety, promote living out of harm and reduce dependency. Practising independence fosters values such as self-awareness and personal responsibility.

Job Description & Candidate Specification

Job Title: Young Adult Intervention Coach

Contract:	Permanent (dependent on funding)
Starting Salary:	£33,500 per annum
Top Salary Band for Role:	£35,000 per annum
Hours:	35 hours Full Time
Reporting to:	Frontline Intervention Coach Team Manager
Accountable to:	Frontline Director
DBS Required:	Enhanced DBS.

These hours will be worked, according to business needs, so may be variable. Working hours will be notified to you in advance. You will be required to work some evenings and weekends as part of your normal working week as necessitated by the needs of the business.

Role Purpose

The purpose of this role is to deliver Streets of Growth's Appropriate Intervention Model via the Bridging Programme. This programme engages and works with vulnerable at-risk young adults (15-25 years old) who are disengaging from mainstream support and have experienced

- Criminal exploitation and violence
- Sexual exploitation and violence
- Physical, emotional and sexual abuse within home and external settings
- Young hidden carers
- On-going trauma and post-traumatic stress
- Poverty and social inequalities in relation
- Anti-social behaviour and negative peer relationships
- Justice system

You will have the skills and confidence to use strategic planning to reach out to and engage with high-risk young people who are hard to engage and those involved in harmful, crisis situations. Your purpose is to identify, disrupt, challenge, and support young people to move out of harm and prevent further involvement in harmful activities. This will involve targeted street work, specialised one-to-one harm reduction and life skills coaching.

As a Youth Intervention Coach (YIC), you will be responsible for the assessment and implementation of tailored intervention coaching plans for each at-risk young person on your caseload. You will work to achieve progression outcomes for each young person that includes reducing mental, physical, and emotional harm and supporting each young person's transition to a positive, thriving lifestyle both on a one-to-one basis and in partnership with other significant individuals in a young person's life. Alongside this, you will work with intervention frontline colleagues in tertiary interventions such as knife and gun crime crisis situations as well as working with partner agencies.

Main Duties & Responsibilities

1. Uphold and actively promote the vision, mission, and values of Streets of Growth, ensuring responsible use of its resources.
 2. Deliver the Appropriate Intervention Model through the Bridging programme, focusing on Lifestyle, Employability, Education, and Environment.
 3. Effectively and consistently manage a caseload of vulnerable, at-risk young people with complex needs. Conduct assessments and deliver tailored interventions using Streets of Growth tools to challenge negative behaviours and foster positive thinking, confidence, and skill development in Lifestyle, Employability, Education, and Environment.
 4. Meet set KPIs and progression targets within agreed timelines, aligned with the young people's needs and the Staged-Based programming of the Appropriate Intervention Model.
 5. Apply and uphold safeguarding practices, including trauma-informed approaches, contextual safeguarding, and risk assessments.
 6. Participate in targeted street work across the borough, using intelligence to engage with at-risk individuals and build trust through consistent outreach.
 7. Support and deliver conflict resolution and tertiary interventions, addressing tensions and violence through mediation in various settings, including the community, homes, and schools.
 8. Track and monitor the progress of young people in your caseload, ensuring accurate data entry into the Streets of Growth Case Management System (Apricot).
 9. Contribute to quarterly monitoring reports and assist with necessary organisational administrative tasks.
 10. Engage in personal and professional development to enhance your capacity to serve young people effectively.
- You may be asked to undertake additional duties reasonably aligned with your role at the request of senior staff. You will be expected to fulfil any other duties that are reasonably within the scope and level of your role, that are requested by senior staff.

This is a description of the job, as it is presently constituted. It is the practice of Streets of Growth to periodically examine job descriptions, update them and ensure that they relate to the job performed, or to incorporate any proposed changes. The appropriate manager in consultation with the post holder will conduct this procedure.

In these circumstances, it will be the aim to reach an agreement on reasonable changes, but if an agreement is not possible Streets of Growth reserves the right to make changes to your job description following consultation.

Person Specification

Streets of Growth has a strong organisational culture with high expectations for achievement.

The very nature of our work requires an individual who has great commitment and energy to the mission, and we are seeking a highly driven individual who is a good fit both personally and professionally for the culture of Streets of Growth.

Streets of Growth expect candidates to meet the essential criteria below.

Attributes	Essential Criteria	Desirable Criteria
Qualifications	<ul style="list-style-type: none"> Relevant professional qualification e.g., youth work, education, social work, youth offending etc. 	<ul style="list-style-type: none"> Relevant professional qualifications in personal coaching, emotional / behaviour development
Experience	<ul style="list-style-type: none"> Extensive experience of frontline work with young people in a relevant environment. Strong demonstrated experience of working with complex caseloads of vulnerable young people. Experience of working with the statutory system in relation to court/youth justice, social services to ensure appropriate support, care, intervention and safeguarding for young people. 	<ul style="list-style-type: none"> Experience of working with young people in youth justice context
Knowledge	<ul style="list-style-type: none"> Sound knowledge of good practice in relation to engaging young people and families. Sound knowledge of behaviour/emotional change work and trauma informed practice. Sound knowledge of safeguarding, risk assessment and contextual safeguarding. 	<ul style="list-style-type: none"> Understanding and experience of Modern Slavery Act and National Referral Mechanism.
Skills & Abilities	<ul style="list-style-type: none"> Possess the skills and confidence to engage young people who are challenging, reluctant and be confident in dealing with tensions caused when trying to engage young people in street and home environments. 	
Personal qualities	<ul style="list-style-type: none"> A willingness to learn and develop. A proven creative problem-solver. A passion and commitment to work directly with young people. Able to evidence self-motivation, initiative, and sound judgment. Commitment to adhere and promote Streets of Growth's values and equal opportunities in relation to employment and service delivery. 	

Employee Benefits Package – Detailed

You will be joining Streets of Growth at a time of growth and expansion. As part of the Impetus Foundation portfolio, we are on a two-year capacity-building programme to become a benchmarking Intervention organisation. As part of the staff team, you will be an active part of this growth and development, with the unique and exciting professional development opportunities that this is bringing. We are committed to our staff and our frontline team is the driving engine for our social impact on young people therefore, we place your professional and personal development at the centre of all that we do to ensure each team member is growing professionally, is fully supported and is valued. We work to create a positive working culture which is reflected in our employee-staff benefits outlined below.

Professional & Career Development

- An exceptional, comprehensive induction and training programme that covers the core principles and practices of targeted intervention and harm reduction work. Inclusive of this is unique training in Cognitive Behavioural Skills curriculum which has been developed and evidenced tested by our International Partner ROCA in partnership with Community Mental Health Research Department, Massachusetts General Hospital. We are the only UK Charity working in this field who have been entrusted by ROCA to train our staff in this unique trauma-responsive practice. Alongside this, we provide training in tertiary interventions, Modern Slavery in relation to exploitation and grooming, street work and outreach engagement skills, contextual safeguarding practice, and trauma-informed awareness.
- Access to national/international cutting-edge organisations and individuals who are leading in the fields of Modern Slavery, exploitation and trafficking, harm and violence reduction, trauma practice and neuroscience development.
- An annual training budget of up to £200 is to be spent on external training in relation to professional career development e.g., psychological methods of practice. This is awarded on successful completion of 6-month probation.
- Work-based experience which will enhance professional skills and knowledge. For example, Streets of Growth is working in several consortiums and programmes leading in key areas in relation to Violence Reduction, exploitation, mentoring etc. Working in collaboration with the Violence Reduction Unit, Police Gangs Unit, Queen Mary University (PhD Research in Modern Slavery and Child Criminal Exploitation)
- Structured career progression pathway in frontline line and management roles inclusive of progression from Intervention Coach to senior intervention coach and advanced practitioner roles as well as management positions across the delivery model.
- Ongoing reflective and learning practice sessions with excellent professional development one-to-one coaching.

Work-Life Balance

- 25 days annual leave plus bank holidays each year. Raising to 28 days on completion of 2 years of continuous service.
- We offer an enhanced Employee Assistance Scheme, which provides free, 24/7 confidential helpline services (accessed either by phone and/or online) including structured counselling services and practical resources aimed to support your work-life balance.
- Flexibility of working in relation to the job role and needs of the charity.
- Supported supervision and one-to-one coaching to ensure each staff member is supported in their working role.

Finances

- A fair and benchmarked salary that values the work of each staff member.
- Consistent salary reviews with your line manager and a clear salary grading plan linked to achievement and consistently demonstrated delivery of core competencies. This is reviewed on a 6-month and 12-month basis.
- An approved work-based Pension Scheme (NEST) for all salaried staff with a matching employer contribution of up to 8%.

Other benefits

- Streets of Growth's central offices are in a new dynamic space in a great location near tubes, Spitalfields, Brick Lane and direct access to Central London, with great transport links.
- Opportunity for international and national learning placements for staff who demonstrate a consistent willingness to learn, after 2 years of employment.

Application Process Information

Closing date: Sunday, 29th September 2024

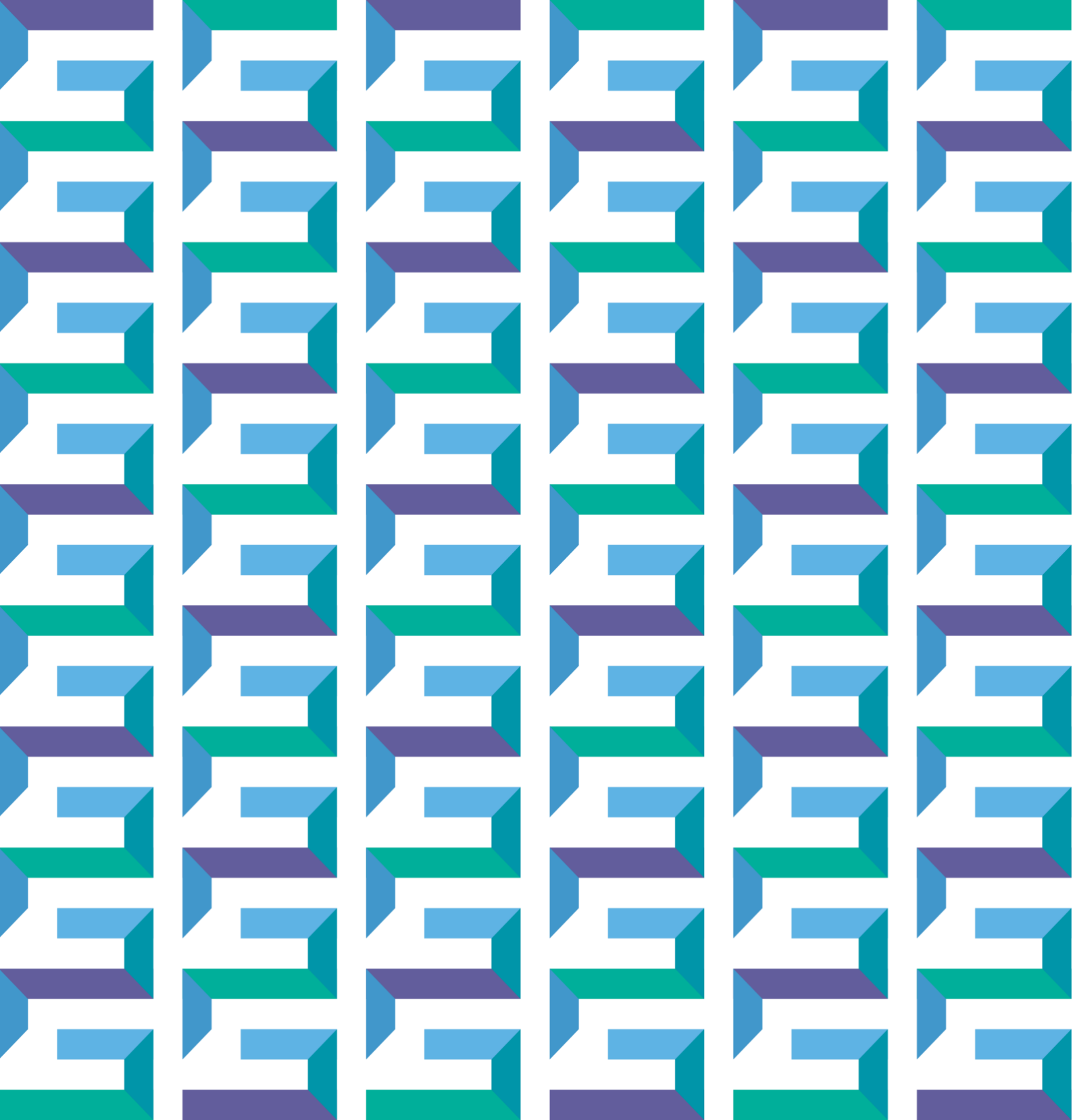
Interviews: We will be reviewing applications on a rolling basis. If shortlisted, this will be an in-person formal interview (approx. 45 minutes) at our offices in Aldgate, E1.

Please submit an up-to-date CV and cover letter.

Whilst we will let every applicant know whether or not they are being taken forward to interview, please understand we will be unable to provide feedback to candidates who are not shortlisted.

Thank you!

Thank you for your interest in this role. Streets of Growth is an organisation that transforms lives. It's a remarkable charity, doing remarkable work, with a remarkable team of all sorts of different people involved. We hope you might want to become one of them and we look forward to hearing from you.



Stay Connected

streetsofgrowth.org

X: @SoGrowth

Instagram: streets.of.growth