

Development Lead West Cornwall

RJ Working is a charity serving the communities of Cornwall. We support young people's leadership through Restorative Practice, to enable their voices, participation and empowerment. Restorative Practice helps to build relationships and the skills to better look after self and others. This creates a foundation for building fairer communities and tackling inequalities.

Our work in West Cornwall was launched in 2017 but is not yet fulfilling its transformative potential. This role will support and enable young people to take leadership in developing Restorative Approaches and embedding these approaches in their communities. It will build on RJ Working's existing relationships with schools, colleges and young people, and develop new relationships and connections.

Hours: 2.5 days a week (0.5 FTE), from September 2023 – Feb/May 2024 (with the potential for extension). Core work days will be agreed and flexible by negotiation. For example, it may be necessary to work 3 days in a particular week, and then 2 days the following week. Annual leave (28 days including bank holidays pro rata) is to be taken in the school holidays. Salary tbc.

Job Purpose: The West Cornwall Development Lead will facilitate the implementation and development of RJ Working's strategy and partnerships so that young people are supported to lead, have their voices heard and to take positive action to make things better, socially, locally, and on a wider scale.

Key Responsibilities:

- Review progress with secondary schools in West Cornwall with a particular focus on Penzance and Helston (potentially 4 schools). Strengthen partnership working with each school through a 3-5 year strategic plan including resource commitments.
- Engage strategically with Penwith College & operationally support the Young People's Project Worker
- Initiate creative projects aligned to RJ Working strategy and achieve relevant funding
- Implement RJ Working policies and procedures with an emphasis on Safeguarding and building a culture of care, with the interests and wellbeing of young people at the heart of all we do.

Key relationships: The West Cornwall Development Lead will:

- Be supported by the RJ Working CEO with professional supervision from Carolann Stirling
- Work in close collaboration with RJ Working's East Cornwall Development/16+ Lead
- Work with other members of the RJ Working Team to deliver relevant projects & events.
- Relate to our key partners, in education, statutory & voluntary sectors to further the influence of RJ Working regionally and nationally.

Person Specification: The person appointed will demonstrate:

Values: (essential)

- a) ability to prioritise relationships in which respect is exchanged and responsibilities shared
- b) commitment to active anti-discriminatory practice and ongoing team learning about this
- c) understanding the Restorative approach as a 'supportive challenge' for addressing harm, and for building community in response to the Climate Crisis and the associated social harms

Experience: (desirable)

- a) of working strategically to maximise the impact of resources to create visible change
- b) of facilitating workshops for young people, in and/or outside education settings
- c) of organising projects with the associated time management and administration

Knowledge: (a-c desirable, d essential)

- a) of the Climate Crisis, social justice and climate justice and the relevance for young people
- b) of the Restorative model
- c) of the change process for organisations and institutions
- d) commitment to ongoing learning about the above 3 issues including self-directed learning

Skills and Qualities: (essential)

- Excellent communication skills
- Strong organisational skills, including administration and time management
- Confidence to relate directly to Colleges, Schools and Project Partners
- The ability to communicate creatively and relate to young people from different backgrounds and experiences
- The ability to work well as part of a team, communicate openly and honestly with colleagues
- The ability to identify and collate relevant and inspiring resources and adapt them to the team's work in different contexts
- The ability to turn ideas into action
- Initiative and a positive can-do attitude
- Flexibility and a willingness to change plans in response to changing circumstances

Training and Support: The person appointed will be given a full induction into the team, relevant training, regular meetings and support. They will participate in developmental Restorative Practice training.

Timetable of next steps:

If you would like to discuss this opportunity please text Deborah Mitchell on 07535656007 to arrange a phone conversation. Please find the application form for this role under the 'Work With Us' heading on the RJ Working website www.rjworking.co.uk/workwithus

This is a temporary role for 6-9 months. The deadline for applications is 12 noon 31st August 2023. Shortlisted candidates will be interviewed at the beginning of September at a mutually convenient time, given that this is the holiday season. The successful candidate will be invited to take up the position as soon as possible.