

**Team Creates Project Leader**

**Recruitment Pack**

**The Aldridge Foundation**

The Aldridge Foundation was founded by Sir Rod Aldridge in 2006 to create better opportunities and inspiring experiences for young people, enabling their communities to benefit from increased life chances and greater economic growth.

The Foundation is guided by the belief that the combination of education and entrepreneurial activity has the power to transform communities. That by providing an inspiring and enterprising education, which equips students with both qualifications and essential life skills, it can not only help young people to realise their potential but also give hope and aspiration back to communities.

We believe that by developing enterprise skills in young people, they will be more able to achieve academic success and will be better prepared for life beyond school.

At the root of this work is the strong belief in growth through opportunity. This is part of the Aldridge family mission, one which is driven by the desire to help others. Sir Rod Aldridge has long believed that enterprise can be used for social good. On retiring from Capita he set about putting his beliefs into practice.

**Aldridge Education**

Aldridge Education is a multi academy trust established by the Aldridge Foundation in 2016 to take over the management of Aldridge academies and colleges. Our entrepreneurial community schools help young people to reach their potential. The Trust supports its schools’ Principals and teachers in rapidly improving the quality of education on offer at primary, secondary and sixth-form levels in order to transform the life-chances of students.

Our Academies work in partnership with local individuals and organisations (charitable, voluntary, commercial, public sector) to develop each Academy as a civic and community asset. They are non-selective, free and there are no entrance examinations.

Our belief is that by introducing young people to, and helping develop in them, the core attributes of enterprise and entrepreneurship, they can provide context and relevance to their learning, foster creativity, passion, determination, risk taking, problem solving and teamwork. These characteristics help students achieve in their education and acquire further vital skills for adult life.

Aldridge Education’s goal is that, by the age of 25, all Aldridge graduates will have experienced an outstanding and enjoyable education and be able to sustain the life of their choice. They will be independent, thriving economically and making a real, positive contribution to their communities.

**The Role**

To develop and lead a project to bring about postive change and social action in BwD. The project plan will be based around Team Academy methodology (currently delivered as a degree programme in Universities across the world). The programme is based on the “learning by doing” model pioneered in Tiimiakatemia, Jyväskylä University of Applied Science (JAMK), Finland and more recently in, for example, Bristol Business School at the University of West of England and Newcastle Business School at the University of Northumbria.

The Team Creates Project Leader will develop workshops, engage with young people and the wider community to ensure that the approach is embedded and supported outside of formal curriculum delivery time.

**To Apply**

Please email a CV and letter of application (no more than 2 sides of A4) outlining your interest in the post, how you meet the criteria and the contribution you believe you could make to Shona Nichols **georgina.butler@aldridgefoundation.com** by 9th of May at 9am. We will be shortlisting on the 9th of May and interviews will be the week commencing the 13th of May.

**Job Description**

**Team Creates Project Leader**

**Location:** Blackburn Youth Zone / The Bridge Business Centre in Darwen.

**Salary:** £30k FTE depending on span of skills

**Contractual arrangements**: This role is initially offered at 0.8 on a fixed term to 31 March 2020

**Deadline for applications:** 9th of May at 9am

**Start date**: As soon as possible

Please note that this role will require you to work twilights and the occasional weekend to deliver activities.

**Background**

Blackburn with Darwen is a culturally diverse, yet geographically divided authority. Whilst its diversity is something which is celebrated, barriers are often presented by the geographical segregation between communities. The Integrating Communities Project brings together young people from across different areas and specifically will engage with and connect White British, Pakistani, Indian and Eastern European groups of young people with the education and business sectors to identify and find solutions to social issues that they care about, working together to implement those solutions. Using a youth-led, asset-based approach which sees young people develop and deliver enterprising activities and projects in the local community will ensure the outcomes are sustainable for both the young people and the community.

The post holder will be responsible for project managing the Integrated Communities Project. In this role the successful candidate will develop and deliver an exciting and varied programme based on the development of enterprise skills in young people leading to social action. They will report to the *Assistant Principal – Entrepreneurship and Enterprise Learning at DACA*. In addition the post holder will be responsible for reporting progress to the external funders and any other relevant agencies. The post-holder will work closely with staff across the North West MAT, Blackburn Youth Zone and with a range of external agencies / businesses.

**Specific Responsibilities**

* Managing the Integrated Communities project in Blackburn with Darwen ensuring successful implementation of the programme in the community and as part of enrichment.
* Recruiting and leading a team of Business Mentors, ensuring that internal and external stakeholders contribute to the success of the Integrated Communities project
* Liaising with schools across B&D and BYZ to actively recruit young people to engage with and participate in the Integrated Communities project.
* Develop a series of coaching focused and skills determined workshops to inspire team companies to generate social action ideas alongside Blackburn Youth Zone.
* Working with young people to establish team companies with a social action goal.
* Coaching of team companies in setting and meeting their company / project targets.
* Coach project teams around building customer relationships and community partnerships.
* Facilitate access to the Pegasus funds in the locale for team companies and student / community enterprise and entrepreneurship activity.
* Run extra-curricular / enrichment activity to support students who wish to further develop their skills in enterprise and entrepreneurship at DACA on the Bridge.
* Managing and co-ordination of the community news, marketing activities including social media which showcases the activities and invites wider participation from community members.
* Presenting information about the Integrated Communities project to a variety of audiences.
* Conducting regular evaluations of programmes and outcomes.
* Manage and develop The Bridge and clients at DACA (membership recruitment and coaching current members).
* Develop the profile of The Bridge within the local community and amongst local business.
* Encouraging students from Blackburn with use of the Entrepreneurship Bridge and business support services.
* Development and delivery of workshop programmes to existing and potential businesses.
* Development and delivery of business networking events.
* Provision of business start-up guidance and support to team companies and Bridge members.

**Other**

* Flexibility to work outside normal office hours including evenings and weekends.
* Any other duties appropriate to the post, as negotiated with Aldridge Education.

**Person Specification**

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| **Essential** | **Desirable** |
| **Knowledge and Skills** |
| * A knowledge of project planning and delivering an output?
* An understanding of the current economic climate and its impact on young people.
* An understanding of the social and economic challenges in Blackburn with Darwen.
* Excellent organisational and time management skills.
* Ability to establish good working relationships with others at different levels – students, teachers, parents and community representatives.
* Excellent communication skills – ability to present and report on the project effectively.
* Analyse and interpret data and use it to good effect as well as report on the project effectively.
* Good research and information management skills.
 | * Knowledge and understanding of the wide range of enterprise education initiatives for young people.
* Marketing techniques and strategies.
* Knowledge of Team Academy or team-based learning approaches.
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| **Qualifications and Experience** |
| * Trained Coach.
* Experience in coaching.
* Relevant degree or other professional or technical qualification.
* Experience of leading community projects and obtaining support of key community stakeholders.
* Experience of working with young people in a school setting and / or experience of coaching approaches and / or learning methods that are relevant to the approach.
* Experience of a leadership role within a project or business.
* Experience of using IT systems (Internet, spreadsheets, word processing)
 | * Experience of delivering community learning programmes.
* Experience of creating or delivering entrepreneurship related activities for young people.
* Experience of delivering marketing programmes.
* Management training.
* Experience in coaching young people.
* Graduate or experienced coach from a Team Academy inspired programme.
* Experience of active participation in a successful project or company as part of a team.
* Experience of working in a diverse student group especially those under 16.
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| **Personal Qualities** |
| * Ability to act as a spokesperson and community representative for a national high-profile project.
* Ability to be self-motivated / a self-starter – capable of making decisions, problem-solving and working alone, as well as part of a team.
* Ability to be able to tackle projects with unfamiliar and sometimes challenging themes.
* Commitment to own professional development.
* Flexibility to take on additional responsibilities related to the role.
* Enthusiasm for team coaching.
* A commitment to the learning and development of self and others and passionate about ensuring young people develop skills which support their academic learning as well as prepare them for life.
* Ability and willingness to work independently and as part of a team.
* Ability to work under pressure and to meet deadlines.
* Preparedness to be flexible and co-operative in approach and to contribute to the ongoing development of the programme.
* Ability to set high personal standards in an environment characterised by ambiguity and complexity.
* Ability to reflect and respond to advice.
* Effective time management.
* Good attendance, punctuality and professional appearance.
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