



JOB DESCRIPTION

StreetGames	Location: London & Kent
Job Title: Workforce & Community Development Lead	Grade/Salary Range: Full-Time Full-Time SO1/SO2 SCP 29 – 34: £33,843 - £39,319
Responsible to: Deputy Director, London & South East.	Responsible for: Supporting the StreetGames Casual Tutor team across London & South East.

JOB PURPOSE

The post holder will be responsible for developing and delivering a workforce development plan to grow and maintain a workforce to enable an all year-round multi-sport offer in our priority places.

The post holder will be responsible for leading the design, development and delivery of the StreetGames Workforce Development offer for the network of over 400 locally trusted organisations (LTOs) in London & the Southeast.

The post holder will work with LTOs in the StreetGames network to enable them able to access workforce development opportunities that helps them to build capability and capacity, so they are better able to utilise the power of sport to transform young lives & underserved communities – which is core to the StreetGames mission and collective End Game.

The post holder will work together with the StreetGames training academy and the network support teams to ensure that all LTOs in the network can access the StreetGames core offer appropriate to their workforce needs.

The post holder will be supported by and work closely with the Development Director of London & Southeast, the Sport 4 Good Development Manager, National Training Academy and the wider StreetGames team.

The post holder will adopt a 'learning approach' and regularly gather, and share, learning and good practice with LTOs and other strategic stakeholders from across the region. The post holder will require a blend of interpersonal skills, youth work, workforce development and sport specific knowledge.

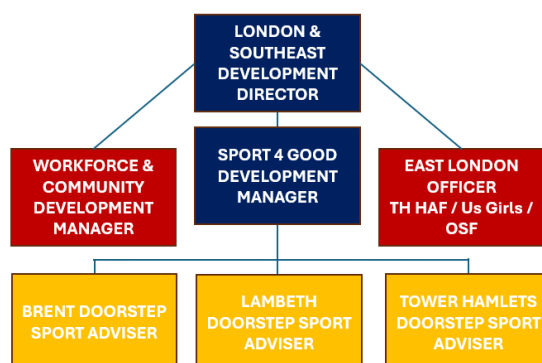
The post holder will showcase and demonstrate the positive impact that the StreetGames Training Academy & Workforce Development programmes will have on the network of locally trusted organisations to cement our reputation as an action-taking & doing national charity.

The post holder will work with other regional leads and the central team to review, evolve, innovate and create our training academy offer to ensure it grows and develops so we can continue to meet the needs of our network & our young people in and out of our main priority places.

The post holder will be required to engage and support LTOs through a range of approaches, including digital engagements and face-to-face meetings.

The post holder will work with the fundraising and sustainability lead to review potential pipelines for more investment to deliver more training and workforce development opportunities across the region.

DESIGNATION OF POST AND POSITION WITHIN TEAM STRUCTURE



MAIN DUTIES AND RESPONSIBILITIES

1. Mobilise and support a network of Locally Trusted Organisations (LTOs) and partners across London & Southeast to support young people living in low-income, underserved communities to be active.
2. Develop and deliver an operational Workforce Development plan for London & Southeast with specific plans dedicated to our 4 priority places (Brent, Tower Hamlets, Lambeth, and Thanet).
3. To ensure that the StreetGames Workforce Development plan is creating an innovative and ever-evolving place-based model of delivery that will support young people living in low-income, underserved communities to increase their skills, knowledge & confidence so they can become community volunteers & coaches which is another key objective of our End Game
4. To support, develop and grow the StreetGames casual tutor workforce in the London & Southeast region to ensure we can continue to meet the ever-changing needs of the network. Ensure that our casual tutor workforce remains diverse and is representative of the network and people we serve.
5. Develop and maintain strong relationships with other stakeholders in the region to ensure StreetGames maintains & cements its position as one of the leading organisations regarding workforce development and training for young people from underserved communities.
6. To provide expert workforce development support to locally trusted organisations (LTOs) through in-person, digital and face-to-face meetings, telephone and written contact, updates and correspondence, both independently and with the Sport 4 Good Development Manager.
7. To actively promote and encourage LTOs in the StreetGames network to access regional and national workforce and training opportunities, to support their plans to engage with and support young people and the communities they work with through the StreetGames Core Offer.
8. To co-design and support the delivery of StreetGames Cluster & Regional network meetings to LTOs and other partners to ensure workforce development opportunities is included as a core offer of support.
9. To support the activation of StreetGames interventions across London & Southeast that address wider issues. For example, holiday hunger, community safety, mental health, youth voice and workforce development.



10. To ensure any externally funded programmes or projects that have a workforce development objective are delivered on target, on time and on budget, and then project completion & success is effectively shared with the network.
11. Develop and maintain strong relationships with other key local and regional stakeholders operating across the region, that will enhance the work of StreetGames and contribute to our End Game.
12. To contribute to the internal development and quality assurance of the workforce development content and materials to ensure that our offer remains relevant and valued in an ever-changing sector.
13. Work with the Youth Voice manager to ensure we have the voices and opinions of young people weaved into our planning and delivery to ensure we are meeting their needs.
14. Lead on the development of the StreetGames Young Coaches Bank pilot in our priority places.
15. To contribute to the wider development of StreetGames as an organisation, particularly in relation to place based approaches, engagement with LTOs and the development of Doorstep Sport.
16. To be a strong contributor to the StreetGames team, supporting other events and activities as appropriate.

GENERAL DUTIES

1. To adhere to existing working practices, methods, procedures, undertake relevant training and development activities and to respond positively to new and alternative systems.
2. It will be necessary to work with information technology and associated systems in accordance with StreetGames policies.
3. To co-operate with StreetGames in complying with relevant health and safety legislation, policies and procedures in the performance of the duties of the post.
4. To carry out the duties and responsibilities of the post in compliance with the StreetGames equity and safeguarding policies.
5. To maintain confidentiality and observe data protection and associated guidelines where appropriate.
6. To carry out any other reasonable duties and responsibilities within the overall function, commensurate with the grading and level of responsibilities of the post.

SCOPE OF JOB (Budgetary/Resource control, Impact)

None

OUR END GAME

StreetGames achieves its vision when...

 <p>All young people from low-income, underserved communities can engage in life-enhancing Doorstep Sport.</p>	<p>“ There is a place that I go round the corner from where I live where I can try new things, get a say in how things are run and where I can take my mates and make new ones. The people that run it know me and the people that live around here. ”</p> <p>“ I started off going to the holiday club when I was little, so I could get my lunch and run around while mum and dad were at work. Now I go after college on weeknights to play sport, see mates and stay connected in my community. I help out with the things happening at the weekends and in the holidays for the younger kids. ”</p> <p>“ The people that run the sessions are from around here and I can follow in their footsteps. I can start to help out and then get training and new experiences so that I can support the next generation of people growing up here. ”</p> <p>“ I'm happy and comfortable using my local tennis club and the local leisure centre. The coaches, staff and volunteers are supportive and understand how to help me feel part of the club. ”</p>
 <p>There is a year-round, multisport offer available in every low-income, underserved community.</p>	
 <p>All young people from low-income underserved communities can access a pathway to become volunteers and future community leaders.</p>	
 <p>All mainstream sports providers change their practice to meet the needs of young people from low-income, underserved communities.</p>	



PERSON SPECIFICATION

StreetGames

**Job Title: Workforce & Community Development
Manager (London & Kent)**

Qualifications / Education / Training:

Essential

- Evidence of continuing professional development and training.
- Evidence of previously working across London & Southeast or working within the sport or community sector.
- Evidence of utilising the power of sport, physical activity or youth work to improve the lives of children and young people living in poverty.
- Evidence of a commitment towards workforce development and personal development.

Desirable

- Level 3 Award in Education and Training (formerly 'Preparing to Teach in the Lifelong Learning Sector') or other equivalent tutoring qualification (or willingness to work towards).

Experience and Knowledge:

1. Experience of delivering community sport, physical activity or youth work and / or working in areas of poverty.
2. Knowledge or experience of programmes designed to support organisations to develop their workforce.
3. Experience of providing face-to-face and online support to a network of local organisations.
4. Experience of project management.
5. Experience of planning and delivery of meetings, events and/or workforce development opportunities.
6. Experience of collecting relevant monitoring, evaluation and learning information and data to evaluate the effectiveness of projects.
7. Experience of working with local, regional and national organisations including local authorities & National Governing Bodies (NGBs).
8. Knowledge or experience of programmes designed to engage young people who live in areas of poverty into volunteering and training opportunities.
9. Evidence of previous tutoring, lecturing, coaching, teaching or mentoring young people or community organisations.
10. Knowledge of Sport for Development, workforce & coaching development sector.
11. Knowledge or experience of utilising good communication to share and cascade good practice and learning to partners and the sector.

Skills and Abilities:



1. Highly developed interpersonal skills and strategies for interacting with a range of organisations and sectors, including coaching and training, sport for development, public health and community development.
2. Excellent communication skills with the ability to present, negotiate, challenge, listen and understand the views and experiences of organisations.
3. Strong facilitation skills with the ability to effectively involve a range of partners.
4. Able to create partnerships which are people-centred, positive and take a pragmatic and courageous approach.
5. Able to be innovative in approach and be solutions-focused, not being afraid to take action and make change.
6. Good relationship management skills with the ability to work as part of a team including internal staff and project managers from Locally Trusted Organisations.
7. Excellent organisational skills with the ability to say 'no' or 'not right now' in order to prioritise quality work.
8. Advanced self-reflection and evaluation skills.
9. Able to prioritise own workload and be self-motivated.
10. Able to use Microsoft Office applications, particularly Teams, OneDrive, SharePoint and Outlook.

Work Related Personal Requirements

This post will be subject to an enhanced Disclosure and Barring Service check.

The post holder must be able to travel extensively throughout the region on a regular basis

The post holder will be expected to work some anti-social hours and may be required to stay away from home (details to be negotiated with line manager).

If you think this sounds like the right job for you, but you don't seem to completely fit the criteria above, then please reach out and speak to us. For example, you may have substantial tutoring experience but not the qualifications mentioned. trainingacademy@streetgames.org