



CHANGING **SPORT**
STRENGTHENING **COMMUNITIES**
TRANSFORMING **LIVES**

**Workforce & Community Development Lead
(London & Kent)**



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ABOUT STREETGAMES

StreetGames is a charity passionate about harnessing the power of sport to change the lives of young people and their communities. Through our work with 1,500 trusted local community organisations, StreetGames addresses some of the most pressing issues faced by young people growing up in underserved communities, including poor mental health, food poverty, crime and lack of employment opportunities.

We do this by delivering 'Doorstep Sport' at the right time, in the right place, in the right style, at the right price and by the right people. Doorstep Sport aims to make sport accessible to everyone regardless of their income and social circumstance.



OUR VALUES

We hold a set of shared values, through the community of talented people, who work for StreetGames. We hold each other accountable to these values and ensure that we live our values when working with external partners and/or young people.

We are:



People-centred

People are at the heart of everything we do



Passionate

We are passionate about making a difference for children and young people living in low-income, underserved communities



Positive

We are positive in our approach to every area of our work. We back ourselves to find solutions even when things are challenging.



Pragmatic

We are pragmatic about the approaches we must take to tackle the inequalities for young people living in low-income, underserved communities: the world is not perfectly designed, and we find a way.



Courageous

We are courageous in our approach to creating change. We positively disrupt and challenge in the pursuit of our mission.

OUR COMMITMENTS

StreetGames is a special place to work. Our workplace is a community of talented people who work in innovative and co-productive ways. How we work together reflects a commitment we make to each other. **We are committed to:**



Respecting Everyone

Valuing every member of our workplace community, treating each other as equals and with kindness.



Being Inclusive

Celebrating the diversity in our workplace community, valuing each others' experiences, skills, expertise, preferences and thoughts.



Being Team Players

Being reliable for each other. Supporting one another to achieve. Creating an environment where people feel included and empowered, and can be creative and supported on their StreetGames journey.



Being Collaborative

Working with others, seeking to utilise the skills and expertise of many. Sharing our learning, ideas, and listening, we achieve the best outcomes for community organisations and young people.



Learning Together

Embracing critical thinking, celebrating success, and encouraging challenge whilst drawing on our learning and then applying our understanding so we can make the most significant impact on young people through Doorstep Sport together.



Acting with Integrity

Championing the highest organisational standards. Being greatly aware of our accountability and responsibility. Doing what we say we will do and holding ourselves and each other to high standards.



Being Agile

By being curious, thinking flexibly and creatively and seeking new opportunities, we pro-actively adapt and provide meaningful support when these new opportunities arise.



Being the People Beside the People

Making decisions in the best interest of the community organisations and the young people we support and represent so they reap the benefits of Doorstep Sport.

EQUALITY,DIVERSITY,INCLUSION and BELONGING

StreetGames is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicant, employee, volunteer or member receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexuality or political belief.

StreetGames is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all employees and volunteers to share this commitment.

We do not want recruitment for diversity to simply be a tick box exercise at StreetGames, it is the right thing to do and the smartest way for us to do our business and enabling us to be representative of the communities we serve, and creating a diverse team is in the best interest of all our stakeholders.

MORE INFORMATION

If you'd like to know more about StreetGames please visit our website:

www.streetgames.org

About StreetGames and Doorstep Sport:

[Watch our video here.](#)



JOB DESCRIPTION

Job Title: Workforce & Community Development Lead

Location: London & South East

Full-Time

Grade/Salary Range: SO1/SO2 SCP 29 – 34: £33,843 - £39,319

StreetGames is an innovative UK charity with an absolute focus on transforming the lives of children and young people from low-income, underserved communities through sport and physical activity.

Role description

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

The post holder will work to ensure that locally trusted organisations in the StreetGames network are able to access workforce development and training 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.

The post holder will work together with the central training academy team as well as the core offer team to ensure that StreetGames remains the Go To national charity for those local organisations who need workforce and training support.

The post holder will lead on the roll out of the ‘Place Workforce Needs Assessments’ in our priority places to inform our short term and long-term strategies and operational delivery plans.

The post holder will prioritise workforce development in our main priority places (Brent, Tower Hamlets, Barking, Lambeth, Haringey, Thanet) but also make sure organisations from elsewhere can still access a quality training and workforce offer to help them support young people through Doorstep Sport delivery.

The post holder will be supported by and work closely with the Deputy 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.

KEY RESPONSIBILITIES

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 & Training Academy plan for London & Southeast with specific plans dedicated to our 6 priority places (Brent, Tower Hamlets, Lambeth, Barking, Haringey, Thanet).
3. To ensure that the StreetGames Training Academy plan is creating an innovative, effective, fluid 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.
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. 5. Develop and maintain strong relationships with other stakeholders in the region to ensure StreetGames maintains & cements its position as the Go To organisation regarding workforce development and training for young people from underserved communities.
6. 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. 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.



KEY RESPONSIBILITIES II

Main Duties and Responsibilities



8. To co-design and support the delivery of StreetGames Cluster & Regional network meetings to LTOs and other partners to ensure workforce development and training 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 or training academy 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 and training academy content and materials to ensure that our workforce 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 the needs of the young people in our network.
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.

ESSENTIAL SKILLS, KNOWLEDGE & EXPERIENCE

1. Experience of delivering community sport, physical activity or youth work and / or working in areas of poverty.
2. Evidence of previous tutoring, lecturing, coaching, teaching or mentoring young people or community organisations.
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. Knowledge or experience of programmes designed to support organisations to develop their workforce.
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.

ESSENTIAL SKILLS, KNOWLEDGE & EXPERIENCE

Skills & 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, and able to prioritise own workload and be self-motivated.
9. Able to use Microsoft Office applications, particularly Teams, OneDrive, SharePoint and Outlook.

Qualifications & Training

- 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 and training development and self-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).

ESSENTIAL SKILLS, KNOWLEDGE & EXPERIENCE

Additional 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. James.gregory@streetgames.org

Benefits

- ♦ Hybrid working
- ♦ Great work-life balance
- ♦ Access to free counselling and support services
- ♦ Enhanced family friendly benefits
- ♦ Company socials
- ♦ Eye care allowance
- ♦ Cycle scheme
- ♦ Pension scheme of up to 8% employer contributions
- ♦ 25 days annual leave plus bank holidays
- ♦ 2 Volunteering days per year



HOW TO APPLY

You can upload your CV and covering letter, outlining your suitability for the role on our website at

<https://www.streetgames.org/about-us/careers/>

You can email your CV and covering letter, outlining your suitability for the role direct to: people@streetgames.org and quote **LSE Workforce & Community Development Lead** in the subject line.

If you require any additional support applying for this role, please contact people@streetgames.org and we will try and accommodate any reasonable requests.

Closing date for applications is Sunday 1st December 11.59pm

Interviews will be held in London on 16th/17th December.

If you know you will be unavailable on the dates above, please state this on your application

We will accept applications in English or Welsh

The interviews will be conducted in English

methods are used to systematically remove bias from reviewing process:

- 1. anonymisation** – removing all personally identifiable information from an application.
- 2. wisdom of the crowd** – getting more than one person to review applications helps to average out subjectivity for a more accurate assessment of merit



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Thank you for your interest