

# Training & Development Officer

- Salary: £30,756 per annum, plus pension (reviewed annually)
- This is provisionally a part-time 0.6 FTE (21 hours per week), developing into a full time role over time (however we would consider a full-time appointment straight away for the right person)
- 2-year fixed-term contract
- 25 days holiday per annum pro rata, plus bank holidays
- Flexible working - hybrid working including from our office in London N5, from home and travel around London and the UK for training delivery
- Reporting to Abianda's Services and Safeguarding Lead
- Abianda provides a generous benefits and training and development budget for all employees

## About us

Abianda is a London-based social enterprise that works with young women and girls affected by criminal exploitation and violence, and the professionals who support them. We exist to ensure young women are no longer hidden in our communities and can live free from harm and abuse. We aim to bring about a culture shift in how services are delivered to young women and girls, so that they can access support that works for them when they need it.

## About the role

We'd love to hear from you if:

- you have experience in developing and delivering training
- you have a breadth of knowledge and/or practice experience across legislation relating to young women and girls, contextual safeguarding, modern-day slavery, policing and crime or similar (not an exhaustive list)
- you can engage a range of professional audiences in different sectors and of different backgrounds and seniority



Abianda is a sector and thought leader that has delivered high quality, accredited training to professionals for ten years. As a key part of our delivery model, our training and consultancy packages support our efforts to ensure that national service provision is fit for purpose for girls and young women who experience criminal exploitation and violence that is typically associated with 'gang' criminality and county lines. Our training is exemplary and consistently receives incredible feedback, partly due to all of our content being drawn directly from our expertise and practice with young women and girls affected by these issues.



We are at an exciting stage of development and scaling up of our national training package. With social investment from [The Fredericks Foundation](#) and [Thrive Together Fund](#), we have ambitious plans to expand our offer and to implement our vision to change the way services are delivered to young women and girls. Expanding the offer and reach of our training will ensure our specialist knowledge can influence commissioning and policy development to bring about change in institutions and services such as policing, social services and the criminal justice system. By training more professionals throughout the UK, we aim to create positive system changes in how services are shaped and delivered to young women and girls to ensure that they receive the right support when they need it most.

### **Role Description - Main Responsibilities**

- Work in partnership with the Abianda team to develop and quality assure content for Abianda's training, aimed at a range of professionals working within: local authorities, social services, youth and community, health, education, policing and criminal justice agencies, and third-sector organisations;
- Be the Abianda lead on delivering training, in person and online, to a national audience (including overnight UK stays and UK-wide travel);
- Work closely with the Services and Safeguarding Lead in the development and testing of new and existing training products and programmes, ensuring content is up-to-date and reflective of changes in research and legislation;
- Work with the Partnerships and Business Development Coordinator to coordinate and effectively manage and administer training delivery and feedback;
- Ensure all monitoring and evaluation requirements for our training are met in order to measure impact and track progress over time;
- Ensure all training meets requirements for accreditation and develop plans to ensure our training represents value for money and brings added value to our clients;
- Work with the Abianda team and Young Women's Advisory Group to ensure that young women's lived experiences are reflected in all our training materials and that an intersectional approach is taken in helping our audiences understand these experiences;
- Support the crafting of persuasive proposals, presentations and prospect pitches to meet internal annual sales targets;
- There are currently no line management responsibilities.

### **Person Specification**

#### Essential skills/experience:

- A professional background spanning youth work, safeguarding, VAWG services, and/or criminal justice;
- Strong track record of delivering training to a diverse professional audience;



- Strong knowledge and/or practice experience across legislation relating to young women and girls, contextual safeguarding, modern day slavery, policing and crime or similar (not an exhaustive list);
- Excellent communication skills including public speaking experience;
- Proven track record of being able to manage complicated group dynamics in training rooms, demonstrating an authoritative, calm and compassionate approach that tends to individual need alongside group progression against learning objectives;
- Proven track record of being able to support a delegate's learning journey through complex and interconnected issues relating to individual experiences of trauma, socio-economic, gendered and intersectional inequality, social systems, and legislative frameworks;
- Brilliant project management, administrative and organisational skills;
- Proven track record of developing training programmes from conception to delivery;
- Ability to build and maintain positive relationships with internal/external stakeholders;
- A commitment to our mission and an understanding of the intersectional nature of social identity and how this impacts staff, service users and delegates;
- A proactive nature and a curiosity to understand the lives and experiences of young women;
- Open to travelling to different locations across London and the UK to deliver training sessions;
- A strong values match with [our principles](#) – we believe that:
  - Young women are experts on their own lives
  - Young women have innate resources, competence and resilience
  - People affected by a problem are best placed to find the solutions
  - We must shift traditional power hierarchies in service delivery in order to enable young women's participation in solution-building
  - We must support young women to have their voices heard in order that they can influence the design and delivery of services

Desirable skills/experience:

- Knowledge of, and/or a commitment to learning, participatory and solution-focused approaches and techniques and the practice impact of these approaches

## How to apply

To apply please email [sam@abianda.com](mailto:sam@abianda.com) with your CV and [equal opportunities form](#) (optional), along with a supporting statement outlining the following:

- Your reasons for wanting to work with Abianda
- Examples of how you meet the person specification



You are able to complete the supporting statement in 1 of 4 different ways:

- Word document (no more than 2 sides of A4)
- PowerPoint slides (no more than 5 slides)
- Audio recording (no more than 5 mins)
- Video recording (no more than 5 mins)

You can find out more about what to expect [when applying for Abianda here](#).

Early applications are encouraged and we may close the job vacancy if we receive sufficient applications. The deadline for completed applications is 11.59pm **Sunday 8 September**. Interviews will be held on 23 September and 1 October.

Abianda is a Disability Confident employer. A disabled candidate who meets all of the essential requirements of the role is guaranteed an interview. If you need any recruitment information in another format to be more accessible to you, or would like to have an informal conversation about the role, please contact Sam at [sam@abianda.com](mailto:sam@abianda.com). Sam is not on the recruitment panel and your conversation with them will not affect your application should you choose to apply.

All applicants are requested to complete a criminal record self-disclosure form at interview stage. We value the lived experience of our applicants and all disclosures will be reviewed on a case-by-case basis.



### Please note

- Due to the work we do, Abianda's roles are subject to an Occupational Requirement on the grounds of the protected characteristic of sex. We are a women only employer, and as such, this position is exempt under Schedule 9 of the Equality Act 2010. For the avoidance of doubt, all women including trans women are welcome to apply for and hold such roles, as are non-binary people if the applicant believes that their lived experience aligns with that of women and girls.
- We particularly welcome applications from people with disabilities, people of colour, the LGBTQ+ community and people from different socio-economic and educational backgrounds.
- We encourage applications from people from all walks of life, including those who may have had exposure to similar experiences that young women across London are facing.
- Applications are anonymised before they are shared with the recruitment panel to reduce any bias.

