

Young Women's Practitioner

Rescue & Response



A B I A N D A

Can you reach and engage young women who are involved in county lines and gangs?
Can you respectfully work shoulder to shoulder with young women who have complex needs and experience of trauma and violence against women and girls?
Have you got what it takes to go the extra mile for young women and hold hope that life for them can be different?

Abianda is an award-winning social enterprise that works with young women and girls affected by gangs and county lines, and the professionals who work with them.

We have been delivering the Rescue & Response service funded by MOPAC for 4 years, working with 10-25 year olds affected by county lines across London. We work in partnership with LB Brent, St Giles Trust and Safer London.

We're looking for an experienced practitioner to deliver our one-to-one sessions to young women across the capital, and to deliver the rights-based advocacy to support young women facing criminal exploitation.

This role involves delivering one-to-one sessions and advocacy support to young women affected by gangs and county line activity. You will work with up to 16 high risk, highly vulnerable young women per year using Abianda's unique model of practice. There is also the opportunity to deliver training to professionals on an ad-hoc basis, disseminating practice, knowledge and experience to a national audience for additional remuneration.

Job Details:

- Full-time (35 hours per week)
- Fixed-term contract until 31 March 2023, with the hope to extend pending further funding
- Salary: £28,560 per annum, plus pension and 28 days annual leave (excluding bank holidays)
- Based in Islington, London (N1), with some working from home.

Job Description:

Main responsibilities of the role

Work with young women

- Deliver one-to-one sessions and advocacy support to young women up to the age of 25 affected by gangs and county line activity;
- Engage 16 young women per year across London using Abianda's unique model of practice;
- Support young women to achieve their best hopes and project outcomes, including but not exclusive to, young women being better connected to services and a professional network;
- You will have a proactive nature, and demonstrate a willingness to 'go the extra mile'.
- Manage and respond to risk, disclosure, safeguarding and child protection issues in the unique context of gangs, while working as part of multi-disciplinary professional networks.



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Registered address: Unit 2K, Leroy House, 436 Essex Road, London, N1 3QP

Work with partners

- Work in partnership with colleagues across London to identify and support girls and young women;
- Ad-hoc upskilling of partners through role modelling best practice when addressing specific issues arising when working with young women and girls;
- Work in partnership with statutory and non-statutory services and community groups in order to establish safety and a robust network of support for young women;
- Deliver training and public speaking events to professionals on an ad-hoc basis, working alongside Abianda Consultants and Interns, disseminating practice knowledge and experience to a national audience.

Other responsibilities / tasks for all Abianda practitioners

Cross-organisational work

- Participate in whole team practice, case file sessions and team meetings;
- Involved in policy and strategy development days, ensuring a 'bottom up' approach to service and organisational design;
- Support internal communications by sharing information and feedback up and down the layers of the organisation's hierarchy - ensuring that young women are informed and consulted.

Safeguarding and participation

- Hold up to date safeguarding knowledge in order to identify and respond promptly to emerging safeguarding issues as they arise;
- Where needed, work with the Participation Team to ensure that young women's voices are embedded in the activities and developments of your service area;
- Encourage a culture of equality, participation and excellence when responding to safeguarding issues and practice.

Monitoring and evaluation

- Maintain monitoring, evaluation and reporting requirements of the project, so that partner and funder questions are answered accurately and on time;
- Maintain accurate project case files in a timely fashion;
- Respond to quality assurance and progress monitoring requirements, contributing to Abianda's quality assurance standards.

Line Management and Support

- Report to your line managing Senior Practitioner across all aspects of your responsibilities;
- Participate in monthly supervision and quarterly professional development and performance reviews with your line manager;
- Engage in monthly clinical supervision to support wellbeing and a reflective practice.

Working in partnership

- Your professionalism will reflect the reputation and integrity of the organisation, and your conduct in all responsibilities will uphold Abianda's policies and procedures;
- You will promote Abianda's services, support the engagement of young women and girls in our services, and maintain relationships with partners and local professionals;
- You will work with multi-disciplinary and external partners to ensure young women are better connected to services;
- You will work in partnership with other Abianda Practitioners, being a source of peer support and shared learning.



Person Specification

Essential skills/experience

- Experience of one-to-one and/or group work with young women and girls with complex needs and a history of non-engagement – perhaps you have worked with young women who have experienced violence against women and girls, mental ill-health, trauma and/or who perpetrate violence and crime;
- To have a working knowledge of local authority child protection procedures and contextual safeguarding, and be able to attend and contribute to these processes effectively when required to do so;
- Experience in responding to risk, safeguarding and child protection issues in the unique context of gangs;
- Experience of advocating on behalf of young people and navigating statutory safeguarding and policing processes;
- A commitment to our equalities framework and an understanding of the intersectional nature of social identity and how this impacts staff and service users;
- A proactive nature, a willingness to 'go the extra mile', and a curiosity to understand the lives and experiences of young women;
- A willingness to take on Abianda's unique model of practice to support the engagement of young women;
- Excellent communication skills and organisation skills, so that you can maintain accurate case files on time;
- Open to travelling to different locations across London to meet and support young women;
- A strong values match with [our principles](#) – we believe that:
 - Young women are experts on their own lives
 - People affected by a problem are best placed to find the solutions
 - Young women must participate in building solutions and influence the design and delivery of services
 - If this is to happen traditional power hierarchies in service delivery must be overturned
 - We have a fundamental belief in young women's innate strengths, resources and competence.

Desirable skills/experience

- You will have a social work or JNC professional youth work qualification or equivalent;
- Experience of delivering training and/or public speaking events.

Application process:

To apply please send your CV and a cover letter to hello [at] abianda.com by **11.59pm Sunday 13th February**. Your cover letter should include why you want to work for Abianda and how you meet the criteria in the person spec. If you prefer you could send us a recording or video (max. 5 mins) instead of a cover letter.

Early applications are encouraged as we reserve the right to close the ad before the published date if a suitable candidate is found.

Please also download and complete [our equal opportunities form](#) (although this is optional).

Interviews will be held on **Tuesday 1 or Wednesday 2 March 2022**

Please note:

- Due to the work we do, Abianda is a women's only employer, and as such this position is exempt under Schedule 9 of the Equality Act 2010.
- We particularly welcome applications from people with disabilities, people of colour, the LGBTQ+ community and from different socio-economic and educational backgrounds.
- We welcome 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.



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