

Head of Greater Manchester



Who are we?

FBB supports young people who are passionate about football but disengaged at school, in order to help them finish school with the skills and grades to make a successful transition into adulthood. We do this by providing long-term, intensive support, built around relationships and young people's passions, in the classroom and beyond. We are an asset-based organisation with a view that all our interventions must build from a young person's strengths and passions. We are commissioned by schools to support students who are at risk of exclusion to re-engage with learning and develop positive relationships with peers and adults.

We currently work with 1,000 Key Stage 3 students across more than 50 schools in London, Essex and Greater Manchester. The vast majority of our students are contending with multiple adverse childhood experiences (ACEs) and demonstrate insecure attachments behaviours. In keeping with national trends, students eligible for Free School Meals, students with SEMH, and students from Black Caribbean and White British low income families are disproportionately represented amongst our participants.

You can see our 2018/19 FBB Schools Impact Report - [here](#)

Head of Greater Manchester

Role Description

Reports to:	Head of Programmes
Start date:	Late August 2020
Location:	Central Manchester HQ, frequent visits to partner schools across GM
Hours:	Full Time
Salary:	£33,047 to £40,310 (dependant on experience)
Deadline:	Midday on Monday 23rd March 2020

Key Responsibilities

The 'Head of Greater Manchester' role is an exciting opportunity to lead the next stage of FBB's expansion in the North West.

FBB was established in London in 2014 and currently works with 40 schools and 800 young people across the capital. In response to demand from schools, FBB launched in the North West in January 2019 and is currently delivering across 14 schools.

The successful applicant will be responsible for leading the next stage of our expansion in Greater Manchester. They will need to have experience of leading teams in educational settings, both in terms of driving up standards as a line manager and creating passionate, closely bonded teams as a leader. They will need to have the ability to develop strong relationships with headteachers at our partner schools, along with representing the organisation with external funders and partners. They will work closely with our Co-Founder and Co-CEO, Jasper Kain, to increase the reach and profile of FBB in Greater Manchester.

Main Duties

- a) Lead all programme management responsibilities across Greater Manchester**
- b) Manage a competencies and staff development framework for all delivery staff across the North West**
- c) Line manage all senior practitioners in the Greater Manchester delivery team**
- d) Maintain good relationships with the SMT contact at all existing partner schools across Greater Manchester**
- e) Work closely with the Co-CEO to create a strong team and working culture built around FBB's core values**
- f) Support the expansion of our FBB Schools programme to new schools and through increasing programmes at existing schools across Greater Manchester**
- g) Represent the organisation externally with schools, funders, brands partners and policy makers**

Person Specification

EXPERIENCE AND KNOWLEDGE	
<p style="text-align: center;">Essential</p> <ul style="list-style-type: none">● Track record of delivering excellent sessions to young people● Managing the delivery of education projects across multiple settings● Managing teams of up to 6 people● Managing relationships with different stakeholders, including schools● Designing and delivering training to educational teams	<p style="text-align: center;">Desirable</p> <ul style="list-style-type: none">● Managing and reporting against organisational budgets● Development of a staff team against competencies and through observations and development plans● Developing strategic priorities and business planning
CHARACTERISTICS AND SKILLS	
<p style="text-align: center;">Essential</p> <ul style="list-style-type: none">● Ability to build positive rapport and effective working relationships with colleagues● Ability to think strategically and execute a long term strategy● Ability to work independently and proactively with minimal supervision● Ability to produce high quality written copy and training resources● Ability to lead, inspire and motivate● Willingness to respond to feedback and learn from mistakes● Passion for social justice and young people	<p style="text-align: center;">Desirable</p> <ul style="list-style-type: none">● An interest in and knowledge of football.● A commitment to using sport as a vehicle to support young people to achieve their goals.

Recruitment process

Safeguarding statement

FBB is committed to adopting a safe recruitment process and follows the NSPCC safer recruitment procedures that have safeguarding at their heart and aim to discourage unsuitable applicants.

The successful applicant will be expected to comply with all of FBB policies, in particular:

- Equality and Diversity
- Health and Safety
- Safeguarding

Disclosure

The appointment is subject to an enhanced DBS check.

Shortlisting, interviews and reference checking

Only those applicants who meet the right criteria will be taken through to interview stage.

Shortlisted candidates will be interviewed. References from the previous and current employer may be taken up for shortlisted candidates. Please let us know about the sensitivity of taking up references prior to interview.

To apply:

Deadline for the receipt of written applications is 5pm on Thursday 19th March

Please submit a written application form of no more than 2 sides of A4 in minimum 11 point font on the following 3 areas:

1. Why you are passionate about supporting young people to achieve their goals both at school and in wider life
2. Why you want to do this job and work for FBB
3. How your skills and experience relate to the role advertised

Application Timeline:

Deadline for applications: 5pm on Thursday 19th March 2020

Recruitment day with interview, tasks and session with young people: w/c 30th March 2020

Provisional Offers made: w/c 13th April 2020

Start date: Flexible but no later than w/c 17th August 2020

Please also submit a CV that includes:

- Personal details including current address, contact details and N.I number.
- Education and Training history including details of all qualifications.
- Details of 2 referees, including your current employer.
- A description of your employment history, including reasons for leaving a post and explanations for any employment gaps.

If you have any questions about the role, please contact Timi Akinyemi on timi@footballbeyondborders.org

Please submit the application and CV to timi@footballbeyondborders.org

Principles of our FBB Schools programme:

Our FBB Schools programme exists to transform the behaviour for learning and attitude to learning of students who love football but are disengaged at school. Our work builds on the strengths and potential of our young people through putting their passion for football at the heart of their learning.

Our programme is built on the following four theoretical foundations:

- Attachment Theory
- Adolescent Neuroscience
- Developmental Trauma
- Humanistic Therapy

This is a three year, weekly intervention delivered in partnership with primary and secondary schools across London. The programme is targeted at Key Stage 3 students who are disengaged at school and come from economically disadvantaged backgrounds. We know from the evidence that Key Stage 3 is the crucial time to work with disengaged boys and girls in order to prevent them from being excluded.

We believe real change can only be sustained through an embedded and holistic approach to our young people's development. We work to become deeply embedded in the lives of our participants and in the communities we are based in. We do this through working with our participants both in their schools and through our community based evening and holiday programmes. This integrated approach is supported through intensive parental and teacher engagement achieved through parents' evenings, teacher showcases and weekly text and phone updates.

Key aspects of the FBB Schools programme:

There are four parts to our FBB Schools programme:

1. **Classroom:** Our football-themed curriculum aims to tap into young people's passions to create transformative learning experiences and develop key social and emotional competencies. We deliver project based classroom learning sessions often with external partners such as Nike, Gillette and the FA, and these complete with a public showcase at the end of each project. We see this as a key part in young people developing a more positive attitude towards learning.
2. **Pitch:** We provide a constraints led, game-based football coaching curriculum. Our students learn to overcome challenges, learn from mistakes and support their team mates, improving their social and emotional competencies. We believe that the football pitch is a safe space where young people can experience, reflect on and learn from both positive and negative emotions.

3. **Trips:** We reward participants with visits and end of year tours built around exciting events involving inspiring people from the world of football and media. Our students broaden their horizons and develop positive habits.

4. **Interventions:** Weekly 'Football Therapy' one to one session with a BACP qualified counsellor to provide a safe space for our most At Risk students to work through the traumatic experiences which may be contributing to their challenging behaviour.