



**START
SOMETHING**

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Refugee Delivery Lead	PAY BAND:
FUNCTION:	Delivery	Support Delivering Specialist/Managerial Technical Lead/Function Head Senior Leadership Team
THE TEAM:	The Prince's Trust Delivery Team change young lives. They will support directly and digitally, through partnerships and volunteers, thousands of young people across the UK each year.	

WHERE YOU WILL FIT

CEO	Director of Delivery	Head of Place-Based Strategy	Refugee Delivery Lead
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HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

Working with the local delivery teams, you will identify and lead our refugee delivery which seeks to equip young refugees with the skills and confidence to secure employment and build relationships within the communities in which they now live. You will develop existing, and build new, strategic partnerships with relevant organisations, as well as to increase our teams' knowledge and understanding of working with refugees to realise their potential.

WHAT WILL YOU DO?

- 难民 Ensure a coherent and strategic approach to supporting refugees to live, learn and earn through the Prince's Trust's programmes.
- 难民 Continue to develop strategic partnerships with World Jewish Relief, Refugee Action and others with whom we have already made contact to ensure active referral pathways to programmes.
- 难民 Identify and build partnerships with other relevant organisations and partners working with refugees across the UK to enable us to broaden our reach.
- 难民 Capture and analyse information about where and how we are working with refugees and use that data to drive further improvement actions.
- 难民 Provide insight into the needs of refugees so we can deliver more relevant and/or enhanced support and develop our programmes where required.
- 难民 Provide advice and support to staff on how they can best reach and engage with refugees through outreach.
- 难民 Ensuring that barriers to accessing our programmes for refugees are identified and addressed.
- 难民 Work with Fundraising colleagues to identify and secure funding opportunities relevant to refugees.
- 难民 Enhance colleagues' understanding of the experiences of refugees through communication and learning opportunities, which will, in turn, improve the support we can offer.
- 难民 Work with delivery colleagues to identify our existing work with refugees and identify new opportunities for delivery.



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THE SKILLS YOU'LL BRING

All of the roles at The Trust are key to our success and there are certain skills we need to be successful. And while we will shortlist the most qualified people for the role, we ask everyone for a supporting statement. If you think you could do the role, but don't have all the desirable experience, we would still love to see an application from you.

WE REALLY NEED YOU TO HAVE THESE

Skills & Knowledge	Why do we need this?
Considerable knowledge of the issues and policies relating to refugees and how to support their integration into their new communities	We want to ensure that we meet the needs of refugees across the Trust and support their progression into employment
Compelling communication skills – both written and verbal	You will need to work with a range of stakeholders and your ability to communicate effectively will be key
Experience developing strategic plans, co-ordinating projects, negotiating and allocating resources, and accountability for performance delivery	You will co-ordinate our response to supporting refugees across the UK, identifying opportunities and resource to do so, and oversee the performance
Experience in developing and maintaining strategic partnerships with external organisations and individuals supporting refugees and people seeking asylum in the UK	Relationships with relevant partners are critical in helping us give young people the best possible support
Ability to develop internal leadership relationships across functions to ensure internal coordination, with a solution-focused approach to problem-solving	Expertise from across the organisation helps us to give the best possible support to young people and working well collaboratively is key to achieving our aims
Experience in supporting young people within The Prince's Trust target groups.	Understanding the challenges and barriers that young people face is key to providing relevant support
Able to resolve complex challenges by developing innovative solutions to remove barriers to delivery and participation	Requirement to make decisions and resolve complex problems to ensure barriers to accessing our programmes for refugees are addressed
Effective organisational skills with the ability to prioritise tasks and maximise efficiency	You will need to be flexible to work on a number of tasks to respond to the needs of young people

WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience of working in the charity sector	This is the sector we operate in and prior knowledge would be advantageous, although we have many colleagues who successfully join us from other sectors
Knowledge of Safeguarding, and Health & Safety practices and processes.	To ensure the Trust is a safe place to work for all

WHAT DO WE EXPECT FROM YOU?

OUR VALUES

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.



Here at The Prince's Trust, we're committed to equality, diversity and inclusion. We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity and perspective. Our goal is to create an environment where everyone, from any background, can be themselves and do the best work of their lives.

We're a Stonewall Diversity Champion and we are Disability Confident employer. Our staff, volunteers and young people are supported by PT CAN (our Cultural Awareness Network), PT GEN (Gender Equality Network), PT DAWN (Disability & Wellbeing Network) and Pulse (LGBT Network). For more information, [click here](#).

OUR BEHAVIOURS

We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public. As someone who works at a technical lead or head of level, we would expect that you live these behaviours.

Leading by Example	Continuous Improvement	Effective Communication	One Team	Delivering Results
<p>You inspire others through passion for what we do</p> <p>You keep young people and our end goal in mind</p> <p>You instil trust in others through consistency, professionalism and being accountable for team success</p> <p>Resilient and determined in the face of challenges</p> <p>You're authentic, bringing unique talents to work and encouraging others to do the same</p> <p>Role models integrity and acts according to our Values</p>	<p>You understand the internal & external factors that demand change and innovation from The Trust</p> <p>You lead change processes with skill & positivity and help others see the benefits and opportunities</p> <p>You take an entrepreneurial approach to improve how we do things</p> <p>You take steps to further own development, coaching others to do the same</p> <p>You encourage a culture of constant improvement</p> <p>You role model a positive & constructive approach to giving and receiving feedback</p>	<p>You're approachable, clear and inspiring</p> <p>You effectively communicate information throughout The Trust</p> <p>You challenge the thinking of others and raise issues in a diplomatic, non-judgemental way</p> <p>You seek to understand multiple perspectives, listening to others' concerns or barriers before responding</p>	<p>You role model effective and mutually supportive teamwork with colleagues</p> <p>You bring the team together in pursuit of shared purpose</p> <p>You manage relationships with multiple stakeholders, gaining buy-in and balancing their different priorities</p> <p>You share knowledge and information</p> <p>You build a broad range of trusting relationships both across The Trust and externally</p> <p>You have a broad organisation knowledge and awareness of how actions in one team will affect others</p>	<p>You translate The Trust's vision into a vision for your own team, making long-term plans and setting goals accordingly</p> <p>You make decisions through establishing facts, considering consequences and making sound judgements</p> <p>You address obstacles, finding workable solutions</p> <p>You set quality standards & challenge others to maintain them</p> <p>You empower the team and place trust in them to take ownership and deliver results</p> <p>You manage resources to maximise their impact and deliver results</p>

THE WELFARE OF OUR YOUNG PEOPLE

The Prince's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of this commitment we undertake basic disclosure checks in accordance with the Codes of Practice for all roles within the Trust, and for our roles working directly with young people, at an enhanced level. Having a criminal record will not automatically exclude applicants.