NCS Multi-Skilled Practitioner

Location: London, Surrey, Buckinghamshire & Berkshire, West Midlands, Manchester, Lancashire or Yorkshire
Length of role: 3 days per programme (up to 36 days)
Residential Requirements: Non-residential
Type of role: Non-manager
Reports to: Assistant Programme Manager
Payment: £255 per 3 day role. This will cover the following:

- 1 day of training (this only needs to be completed once, regardless of how many programmes you work)
- 3 days of work

The Multi-Skilled Practitioner Role

Multi-Skilled Practitioners support up to 13 young people during the NCS Team Challenge, helping them to learn skills which enable them to interact with the local community. We are looking for passionate individuals with previous experience of facilitating groups and an interest in working with young people. Successful candidates should be ready for a demanding but rewarding role as part of an intensive summer programme, and will engage their team with their community partner as much as with the skill they are learning.

The Multi-Skilled Practitioners are responsible for leading three day sessions teaching skills in either Film, Photography, Drama, Enterprise, Music or Art to a team of up to 13 15 – 17 year olds. The Practitioner also leads two visits to a local community group (including care homes, youth clubs and homeless centres) so that the young people can use the skills they have learnt to interact with the people that they meet. Finally, the Practitioner works with the young people to design and deliver a short showcase performance. The Multi-Skilled Practitioner role is a unique opportunity to utilise skills across a number of different subject areas.

Main Responsibilities:

Skill session facilitation
- Teaching skills to a team of up to 13 15 – 17 year olds
- Working with a different team of young people of varying experience and motivation each week in delivering either Film, Photography, Drama, Enterprise, Music or Art based activities and helping them plan a small event to deliver for a community partner.
- Working effectively alongside the team’s Senior Mentor to ensure inclusive delivery, and that all young people are engaging in skills sessions
- Working with the young people to design and deliver a showcase performance about their experiences with a community partner and on the programme.

Community engagement
- Lead two visits to a local community group (care homes, youth clubs or homeless centres) so that the young people can use the skills they have learnt to interact with the people that they meet
- Motivating and encouraging the team of up to thirteen young people to engage with their community group.
We run a fast-paced and challenging programme which requires a high level of flexibility. In addition to the responsibilities outlined you may be required by The Challenge to undertake any duties within your skills and capabilities which The Challenge reasonably considers necessary to meet the needs of the NCS Programme.

About the Organisation and the NCS Programme

The Challenge is a fast-growing social enterprise that connects and inspires people across Britain to strengthen their communities. We work on a local level to bring together people from all ages, ethnicities and walks of life, connecting communities and building trust.

We are a major provider of the government's National Citizen Service (NCS), a life-changing experience for 15-17 year olds. In summer 2016, 38,000 young people across our regions took part in our eighteen day intensive NCS programme. The scheme is available to young people from all backgrounds to take part in outdoor activities, meet new people and give something back to their communities. By taking part they learn new skills and have a great experience they can put on their CVs or college applications.

They achieve this by completing three challenges:

- **NCS Personal Challenge (PC):** Between four and seven socially mixed teams of young people bond through a week of challenging outdoor activities.
- **NCS Team Challenge (TC):** Teams return to their local area and learn skills in either Drama, Media, Photography, Enterprise, Music, Art or Sport. They use these skills to interact with the community and create a showcase performance for friends and family.
- **NCS Real Challenge Design (RCD) and Real Challenge Design (RCA):** Teams work to design and deliver a campaign and social action projects that will bring the local community together. In order to gain funding and advice on their projects, the young people pitch to a ‘Dragons Den’ style panel of influential people in their community.

All young people who complete our NCS programme graduate and are signposted into year-round social action opportunities through The Challenge Society.

Person Specification

**Essential:**

- Experience of leading sessions in one of the following skills: Media (Film), Photography, Drama, Enterprise, Music or Art
- Good working knowledge of at least two of the above skills
- Experience of working with young people. A belief in their potential and the ability to build rapport with them
- Enthusiastic about motivating young people to use their skills to interact with their community
- Ability to interpret the different curriculums creatively to involve all young people
- Flexible, with a creative and constructive approach to problem solving
- Ability to work collaboratively with colleagues to achieve successful results
- A willingness to take responsibility for delivering a challenging and safe experience for participants

**Beneficial:**
● Experience of using your skills in a community environment, e.g. with charities, schools or youth groups
● Experience of working with diverse community groups
● Experience of tailoring sessions to make them inclusive to the needs of all young people

Our Seasonal Staff Expectations

We also look for all employees to show the following characteristics:

● Trust-building: Works hard to build trust with people. Brings together different groups of people.
● Responsibility-taking: Takes responsibility for actions and attitudes. Claims and solves problems in the community.
● Understanding and Empathy: Works to understand others – their strengths, fears and needs. Ready to stand up for someone who is different. Willingness to be prepared to lead by example and encourage others to do the same.

Safeguarding Statement and Requirements

The Challenge is committed to safeguarding and promoting the welfare of young people taking part in the programme. We expect all staff and post holders to share this commitment.

As part of this commitment to providing a safe environment for our young people, we require all candidates to return a satisfactory enhanced Disclosure and Barring Service (DBS) certificate dated on or after 01 January 2017. The Challenge will assist the application for, and pay for the processing of, a new DBS for staff members where required.

We also require two satisfactory references, at least one of which should detail suitability to work with young people and another to be from your current or most recent employer.

Training

● All staff must attend the required non-residential training to deliver our NCS programme.
● As a pre-condition of employment and in order to familiarise you with the requirements of the programme, The Challenge requires all applicants to undertake a familiarisation programme. This is non-residential training which will cover elements that are critical to the role such as safeguarding, health and safety and other essential policy or process necessary to undertake the role.
● If you have worked for NCS The Challenge before and are returning in the same role, the length of training will be reduced - typically to one day.
● We reserve the right to withdraw our offer of employment should this training programme not be completed in a satisfactory manner.

Expenses and Accommodation

● No meals are provided for Practitioners during the NCS Team Challenge
● The accommodation during the NCS Personal Challenge is generally in an outdoor activity centre and during the NCS Team Challenge is generally at a university campus; however, in some areas and during some parts of the programme, accommodation is at a campsite
• Travel to and from work must be paid for by candidates themselves; travel for the purposes of the programme may be expensed

Work Dates

Practitioners work for up to 36 days. Please note that 12 wave roles are not available in all geographical locations.

Please note: we are running a condensed version of the programme in the West Midlands. The condensed programme will also be applicable nationally for waves 11 and 12.

<table>
<thead>
<tr>
<th>Waves</th>
<th>NCS TC</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>3-5 July</td>
</tr>
<tr>
<td>2</td>
<td>7-9 July</td>
</tr>
<tr>
<td>3</td>
<td>11-13 July</td>
</tr>
<tr>
<td>4</td>
<td>15-17 July</td>
</tr>
<tr>
<td>5</td>
<td>22-24 July</td>
</tr>
<tr>
<td>6</td>
<td>26-28 July</td>
</tr>
<tr>
<td>7</td>
<td>31 July- 2 Aug</td>
</tr>
<tr>
<td>8</td>
<td>4-6 Aug</td>
</tr>
<tr>
<td>9</td>
<td>10-12 Aug</td>
</tr>
<tr>
<td>10</td>
<td>14-16 Aug</td>
</tr>
</tbody>
</table>

Wave 11 and 12

<table>
<thead>
<tr>
<th>Waves</th>
<th>NCS TC/RCD</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>16-18 Aug</td>
</tr>
<tr>
<td>12</td>
<td>20-22 Aug</td>
</tr>
</tbody>
</table>

West Midlands (Birmingham, Solihull, Coventry, Dudley, Sandwell, Walsall)
<table>
<thead>
<tr>
<th>Waves</th>
<th>NCS TC/RCD</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1-3 July</td>
</tr>
<tr>
<td>2</td>
<td>5-7 July</td>
</tr>
<tr>
<td>3</td>
<td>9-11 July</td>
</tr>
<tr>
<td>4</td>
<td>13-15 July</td>
</tr>
<tr>
<td>5</td>
<td>20-22 July</td>
</tr>
<tr>
<td>6</td>
<td>24-26 July</td>
</tr>
<tr>
<td>7</td>
<td>29-31 July</td>
</tr>
<tr>
<td>8</td>
<td>2-4 Aug</td>
</tr>
<tr>
<td>9</td>
<td>8-10 Aug</td>
</tr>
<tr>
<td>10</td>
<td>12-14 Aug</td>
</tr>
<tr>
<td>11</td>
<td>16-18 Aug</td>
</tr>
<tr>
<td>12</td>
<td>20-22 Aug</td>
</tr>
</tbody>
</table>

**Payment Details**

The compensation for this contract is **£255 per 3 day programme**. Please note that 12 Wave roles are not available in all geographical locations. This payment includes pay in lieu of annual leave and is subject to tax and National Insurance deductions. There is no additional payment for attending training as this is a condition of employment. Staff will be paid through The Challenge payroll on a monthly basis after completion of the programme. Staff can only claim for travel expenses incurred during the delivery of the programme, and not to and from either the residential or non-residential parts of the programme.

**Additional Support Needs**

As an equal opportunities employer we welcome applications from a diverse range of people, including those with disabilities. We are committed to making reasonable adjustments to ensure that successful candidates are able to undertake the role that they are offered. You will be asked to tell us about any additional support needs at the post assessment stage but we encourage candidates to get in touch with any concerns or questions they may have either before or during the application process by emailing Matthew at inclusion.ss@the-challenge.org

**Criminal Record Disclosures**
We recognise the contribution that former or ex-offenders can make as an employee; a person’s criminal record will not, in itself, debar that person from being appointed to this post. Candidates will be given an opportunity to provide us with information on their criminal record, which will be treated in the strictest confidence. Suitable applicants will not be refused posts because of offences which are not relevant to the role and which do not make them a risk in the role for which they are applying. We encourage candidates to get in touch with any concerns or questions at inclusion.ss@the-challenge.org

To Apply

For further details and to apply, please visit www.ncsthechallenge.org/jobs

Our NCS programme is part of National Citizen Service.