

Likewise

**Community
Programme Lead
Information
Pack**



Community Programme Lead

KEY INFORMATION

- Salary: FTE £32,000 per annum
- Holiday: 28 days + bank holidays
- Pension: 5% employer contribution
- Hours: Full time, flexible, hybrid
- Based: 60-80% of time at our Camden Hub
- Contract type: Permanent, full time

We're looking for a dynamic, creative and caring Community Programme Lead to join our team. You'll be primarily responsible for our programme of community activities and events at our wellbeing hub in Camden.

About Likewise

Likewise is an innovative social care and mental health charity working at the heart of the Camden community to support individuals experiencing marginalisation and social exclusion.

Our culture is all about being human together - more human organisations do more human work. We put a lot into having authentic relationships, work hard to support each other's sense of belonging and love learning together through the work we do.



OUR AIMS AND STRANDS OF WORK

We have two aims:

- We help people navigate life practically and emotionally, feeling a sense of belonging and acceptance.
- We're also trying to influence change in the local health and care system so that organisations and services become more human, adaptable and responsive to people's lives.

We work towards these aims through our three strands of work:

- **Community** – building safe spaces for people to be themselves, and feel a sense of belonging, connectedness and acceptance.
- **1-to-1 Support** – flexible, person-centered support to meet the complexity a person experiences in their day-to-day life, whether at home or out in the community.
- **Shared Learning** – providing experiential learning and formal training opportunities that support personal wellbeing and skills development, primarily through our volunteer and placement student programmes.

OUR WAYS OF WORKING

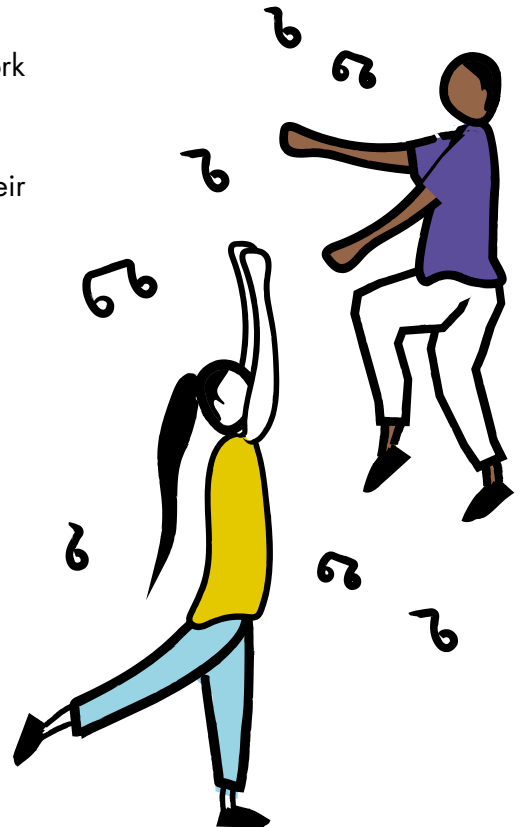
Flexibility

We believe in everyone's intrinsic motivation to do their best work and trust each other to manage working time in the way that best serves the work we're doing. Everyone is free to structure working hours and time in a way that both suits their life and their professional role. Everyone wants to get the most from both.

It's also important to note that this role benefits from presence in the community space and/or at certain activities, so your working hours would depend partly on the activities timetable and needs of the community space. This may include some weekend and evening working.

Bring your whole self to work: It's all welcome.

Our hope is that every person who joins our community – whether as a staff member, client, volunteer or supporter – can feel safe to be themselves and our commitment is to creating working spaces and relationships where this is possible.



Notes on Equality, Diversity and Inclusion

We recognise that respecting and valuing our humanity – both what we have in common and what makes us unique - will ensure that our services reflect the needs and experiences of all who access Likewise. We are passionate about Likewise becoming a truly equitable, diverse, inclusive workplace and community. It's also important we name that we're not where we want to be yet with this, and we are continuing to learn and hold ourselves accountable for making this vision a reality.

With this in mind, we welcome applications from candidates of any age, gender identity, race, ethnicity, sexual orientation, religion, or socioeconomic background, and from those living with physical and/or mental health conditions. We also encourage you to let us know if there is anything you need to help you do your best in this recruitment process – we're always happy to discuss options.

The Community Lead Role

ABOUT THE COMMUNITY HUB

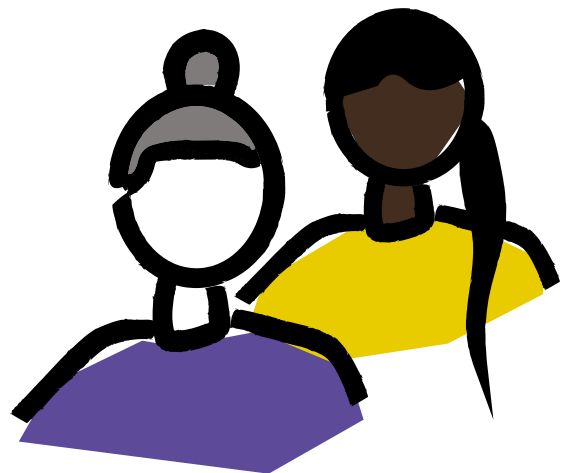
The Likewise Community Hub offers a safe space for people to explore a range of wellbeing activities and events, whilst creating opportunity for connection, relationship, belonging and support.

Our Community Hub is open to all with a particular focus on people who may feel socially isolated through mental ill health. It's a place to access therapies, groups and activities supporting belonging and wellbeing. The hub is both a place to meaningfully contribute, and to feel supported, upholding the principle that we all have needs and we all have something to offer.

KEY AREAS OF RESPONSIBILITY AND FOCUS FOR THE COMMUNITY LEAD:

Partnerships

- Developing and maintaining relationships with a wide range of stakeholders including partner charities, NHS Trust, Camden Council and community members.
- Leading on collaboration with our Resilience Network Alliance partners in Camden.
- Developing partnerships to support and deliver community activities and events for wellbeing.
- Supporting the co-production of activities and events with community members.



Co-ordination, Management, Planning

- Co-ordinating the curation, planning and delivery of community projects, activities and events at the Likewise Wellbeing Hub.
- Co-ordinating the Likewise Creative Therapies service.
- Planning the effective distribution of our placement students and staff to resource community activities.
- Working in collaboration and partnership with our Programme Administrator to help you realise the full potential of our Community Programme.

Outreach, Community Engagement

- Strengthening our connection with the local community.
- Developing and building on the participation, voice, and sense of ownership of community members in the Community Hub.
- Creating and delivering outreach and communication strategies for the Likewise Community Hub to increase visibility, access and impact.
- Being a point of contact for the community.

Programme Development

- Researching, developing and curating an ongoing rich, diverse programme of activities and events from our Likewise Hub.
- Making good use of our community facilities, garden and kitchen to support wellbeing in the community.
- Developing a programme of public talks and events that resonate with Likewise hopes for the world.

Strategic Development

- Co-creating the strategic direction of the Community Hub alongside co-Directors and other team members.
- Engaging community members in the co-production of community programme strategic direction.
- Working alongside our co-Directors and Programme Leads to realise our organisational vision, seeking opportunities for the community programme.
- Working alongside co-Directors to make the community programme financially sustainable through income generation and fundraising.
- Making good use of monitoring and evaluating data for continuous learning and development in the community programme offer.



About You

This role could be for you if:

- You love bringing people together and are full of curiosity
- You are a natural communicator, great listener and enjoy creating spaces where people feel like they belong
- You love learning, self-development and getting things done
- You enjoy making partnerships work, building relationships and community.
- You want to work in a very relational, trust-based, self-managing and creative environment

Ideally you'll have some experience of, or feel very confident in:

- Community outreach, engagement and co-production
- Planning, delivering and supporting projects
- Developing and co-ordinating community activities and events
- Supporting volunteers
- Strategic thinking, planning and doing
- Digital communications



Your Application

We want to make our recruitment as inclusive as possible. If there is a part of this application process where you feel you may need reasonable adjustments to do your best, please get in contact with us to chat this through.

The recruitment process for this role will contain 3 stages:

1. A written application (see below for guidance) by the 11th August 9am
2. An online group selection workshop - on the evening of the 22nd August
3. A presentation and interview - on the week commencing the 29th August, in person at our hub with flexible timings

STAGE 1: YOUR WRITTEN APPLICATION

To apply for this role, please complete [this application form \(linked\)](#) before 9am on the 11th August 2022. This includes space to copy in your CV and supporting statement.

Your CV

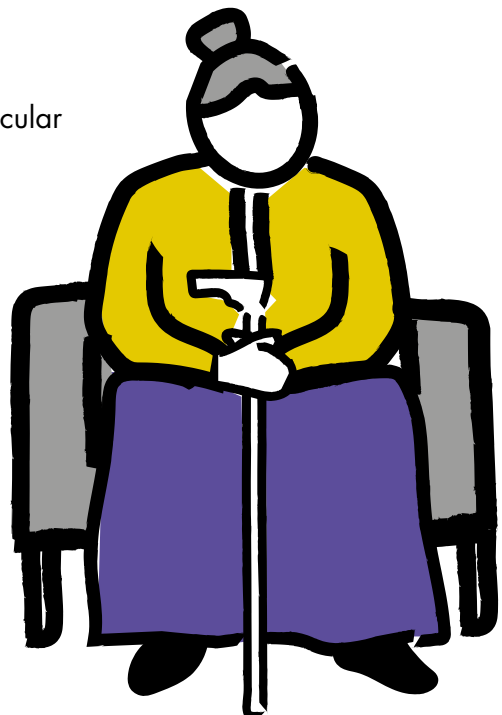
We welcome either chronological or skills-based CVs for this role – please use whatever format works best for you. Please do not include your name or any other personal characteristics on your CV. This helps us to look at written applications anonymously.

Your Supporting Statement

Your supporting statement should address the following two questions, and be no more than 800 words long:

- What is at the heart of your offer to Likewise and this particular role in terms of skills, competencies and experience?
- Tell us about some of your guiding values as a person. You could reflect on the following: What are they and why are they meaningful to you? What have you learned about them through living them? How will they serve the role at Likewise?

Again, to help us look at applications anonymously, please do not include your name or any other personal characteristics on your supporting statement, unless they are necessary for a point you are writing about.



HOW WILL YOUR APPLICATION BE ASSESSED, AND WHAT HAPPENS NEXT?

We will assess anonymised supporting statements and CVs separately against the criteria listed in the "about you" section. Our decision on whether we invite you to the next stage will be based on our combined assessments of your CV and supporting statement.

We will let you know the outcome of your application either way at every stage of the process.

Please note, we are a small team, so are unable to provide feedback at the first stage of recruitment, but we will give feedback at stages 2 and 3.

Good luck - we look forward to hearing from you!

