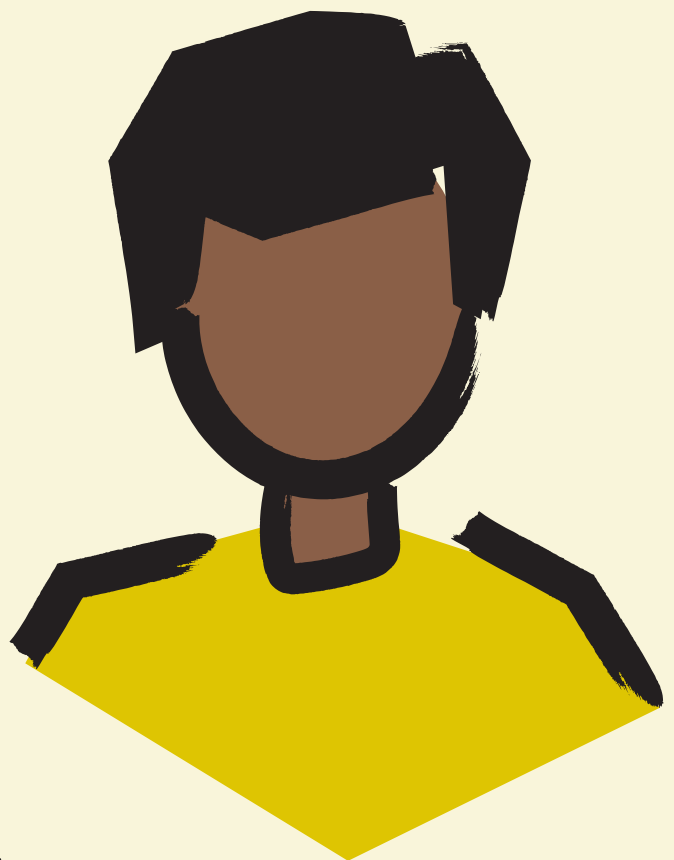


Likewise

Community and Placements Programmes Lead

**Information
pack**



Community and Placements Programmes Lead

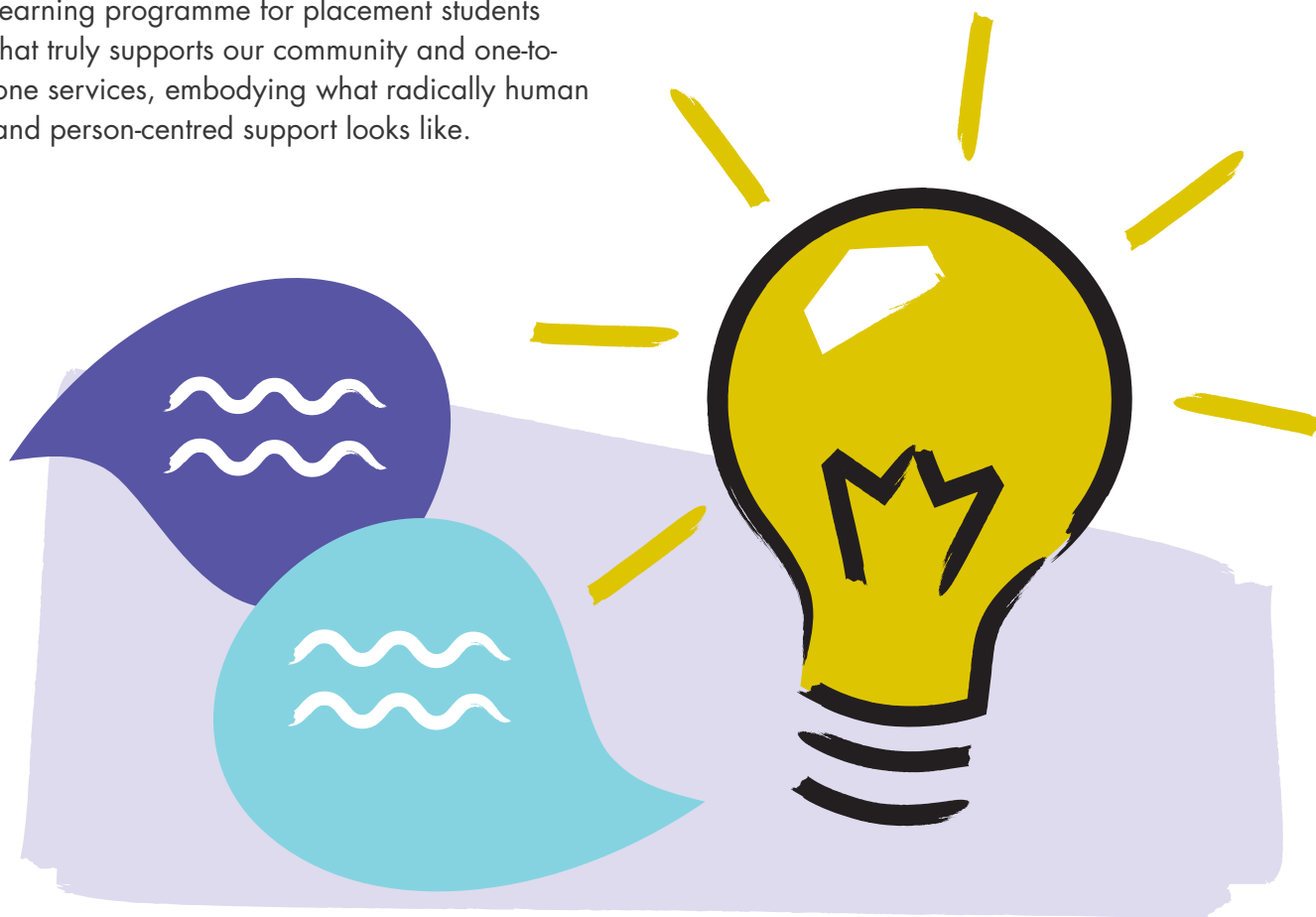
We're looking for someone to lead on the management of two core areas of our work: our Community and Placement Programmes. They will hold accountability for building a thriving wellbeing community hub and offering mutually beneficial placement opportunities.

We want to run a hub that is focused on tackling inequalities and being there for people who might not always have the support, network or resources they need. You'll be helping to provide a place where people can find belonging and get support navigating life, as we continue to develop our offer from its roots as a mental health day centre into an accessible, thriving community wellbeing hub.

We want to continue to host an experiential learning programme for placement students that truly supports our community and one-to-one services, embodying what radically human and person-centred support looks like.

KEY INFORMATION

Salary	£34,000
Holiday	28 days + bank holidays
Pension	5% employer contribution
Hours	Full time, flexible
Based	At Likewise Community Hub, Camden



About us

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

At Likewise 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 three strands of work are:

- **Community** – building spaces where people feel safe to be themselves, and feel a sense of belonging, connectedness and acceptance.

- **1-to-1 Support** – flexible, person-centred 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.

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.





ABOUT OUR COMMUNITY HUB AND PLACEMENTS OPPORTUNITIES

The Likewise Community Hub and Garden offers a safe space for people to explore a range of wellbeing activities and events, whilst creating opportunity for connection, relationship, belonging and support. It is open to all with a particular focus on people who may feel lonely or 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.

We feel strongly about what good care and support looks like, so our placement opportunities are designed to equip the next generation of leaders with the skills, values and emotional intelligence needed to make an immediate impact in their careers. Our placements see people given hands-on, front-line experience within our 1-1 and community offers. Students embark on a learning journey full of opportunity to serve our community members and clients, whilst nourishing their personal growth and professional development.

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.

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.

We're passionate about creating a workplace that promotes and values diversity, inclusion and belonging. Organisations that are diverse in age, gender identity, race, sexual orientation, physical and mental health, ethnicity and perspective are vital to our communities.

Key Areas of Responsibility

You will lead a team of three as you supervise and support our Community Programme Coordinator and Placements Coordinator. You will hold accountability for the strategic development and management of two programmes. As is the case for all roles at Likewise, you will be in a hands-on role, present and active with community members and placement students.

Partnerships

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

Service Leadership

- Strategic oversight of the curation, planning and delivery of community projects, activities and events at the Likewise Wellbeing Hub.
- Oversight of the recruitment, onboarding and training of placement students.
- Oversight of the Likewise Creative Therapies service.
- Working in collaboration and partnership with the Leads circle to develop and improve the Likewise Community and Placements Programmes.

Outreach, Community Engagement

- Developing engagement strategies to build relationships 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.

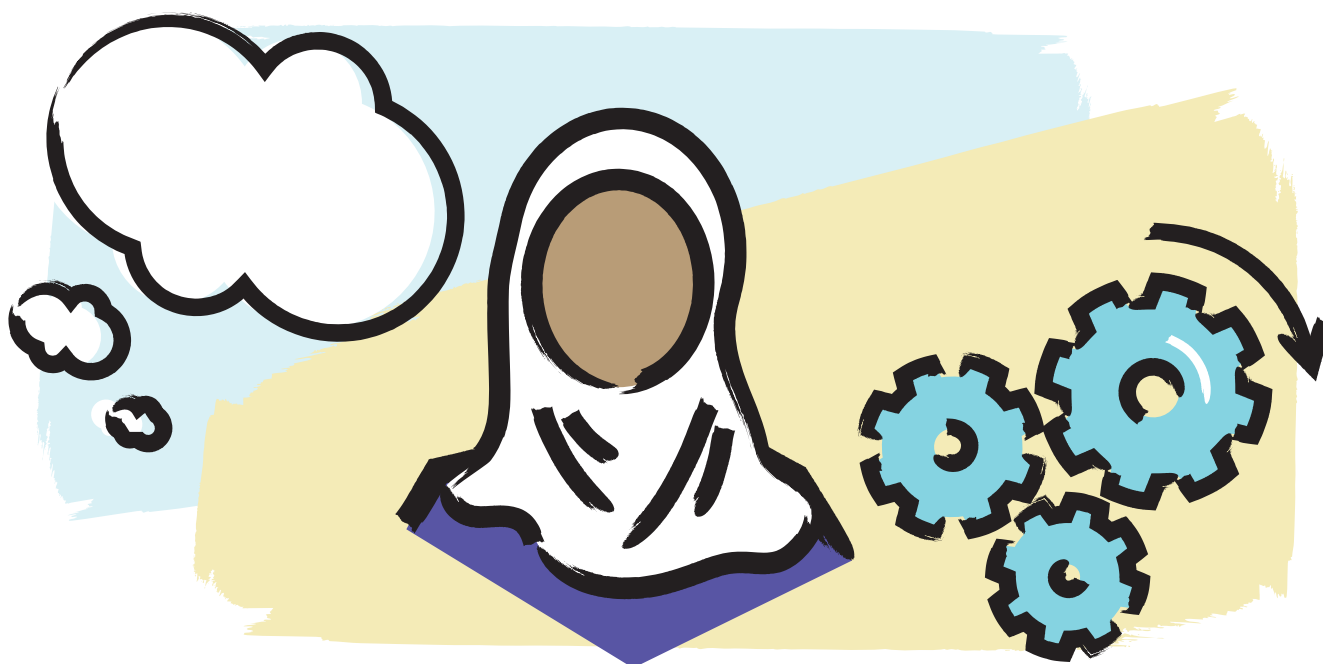
Programme Development

- Researching, developing and curating an ongoing rich and 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.
- Evolving the operational model of our placement programme so it remains aligned with the needs of our 1-1 and community offers.

Strategic Development

- Co-creating the strategic direction of the Community Hub and Placement programme alongside directors and team members.
- Working alongside our co-Directors and Leads to realise our organisational vision, seeking opportunities for the community and placement programmes.
- Working alongside co-Directors to make the community and placement programmes 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



YOU'LL NEED TO BE A LEARNER AND A LEADER

We need someone who is committed to their own learning, growth and development - someone who can sit with the discomfort of learning and unlearning, is willing to step outside their comfort zone and is ready to engage in the diverse experiences of our work.

As a leader we need someone who takes responsibility for finding the potential in themselves and others, and who has the courage, commitment and care to develop that potential through relationships, processes and shared experiences. We need a leader who can, on a macro level, see the potential our programme has for creating change in our communities and, on a micro level, sit with a colleague or community member and facilitate their personal growth and development. And we need someone who will inspire and support others to lead too.

You need to be someone who

- Can analyse, understand, see opportunities, hold a vision and build a strategy
- Is willing to take positive risks
- Can lead a team, drawing on collective intelligence, valuing all voices and listening deeply.
- Loves being amongst people, is curious about what goes on beneath the surface, and can build relationship even when things feel difficult.
- Can navigate complexity, ambiguity and "not-knowing"

You'll need know-how and experience in:

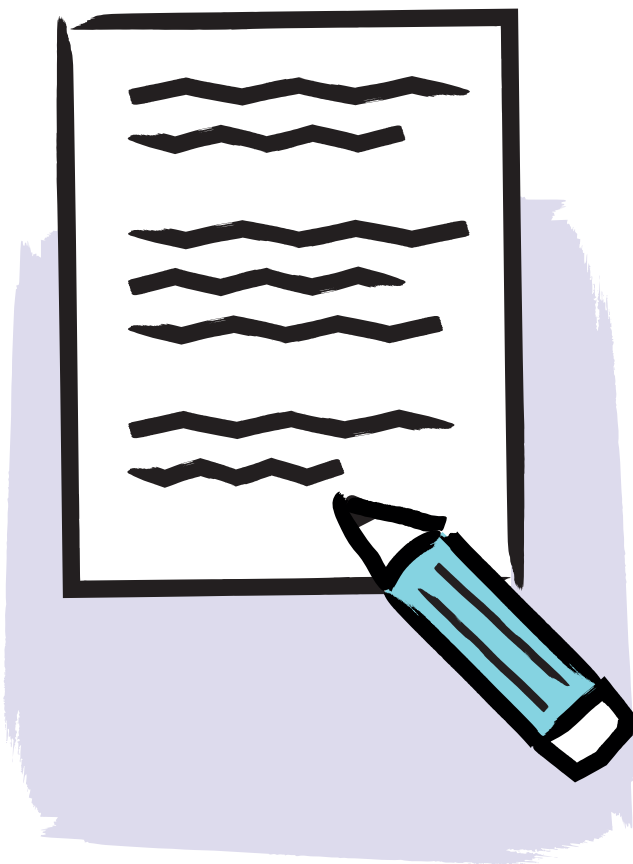
- Building and developing community with people at the heart
- Building, developing and working in partnerships with people and organizations
- Outreach, engagement and communications
- Planning, delivering and supporting projects
- Therapeutic, mental health, community work or social care services (desirable)

How to apply

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 11th March 9am;
2. A group selection workshop on the week commencing 18th March at our hub in Camden;
3. A presentation and interview on the week commencing the 25th March, with flexible timings.



STAGE 1: YOUR WRITTEN APPLICATION

To apply for this role, please complete the application form via the link below before 9am on 11th March. This includes space to copy in your CV and supporting statement.

[Link to application form](#)

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:

1. How does your offer to Likewise and this particular role align with what we are looking for in terms of skills, competencies and experience?
2. How do your values and sense of purpose align with your understanding of what is important to Likewise and our work?

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.



Likewise

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