

JOB DESCRIPTION: Respect Young People's Services - Development Manager

Project Background

For over ten years Respect has been developing resources for, and approaches to, addressing young people's use of abusive behaviour in close relationships. We have tool kit to support professionals working with young people who are using abusive behaviour towards intimate partners and a structured intervention on adolescent to parent violence and abuse, called the Respect Young People's Programme (RYPP). The RYPP is a whole family approach with a good evidence base. It is used widely in the UK and there is demand and scope for significant development in this area of work.

Respect is committed to creating positive change in the lives of young people who are using abusive behaviour, many of whom are victims of abuse and/or struggling with other challenges. We are looking to develop this strand of our work as part of our vision to provide interventions situated within a whole system approach, that seek to address the broad spectrum of risk and need and to reach the whole community.

We are seeking someone who has a background in addressing abusive behaviour, who can develop engaging resources, understands young people's services and can create effective partnerships.

Reporting to: Development Director

- 1. Location:** Flexible. Respect office is in London. Regular travel to delivery sites of partner organisations is expected and there will be some meetings at Respect's office in London. Homeworking would be considered.
- 2. Salary:** £41,722 pro rata (point 42 on Respect's scale, related to the NJC scale) including Inner London Weighting where relevant; plus 6% pension contribution
- 3. Working hours:** Negotiable between fulltime role and 3 days a week.
- 4. Role specific responsibilities**
 - a) To work with organisations that are currently delivering the Respect interventions for young people, supporting implementation and arranging further consultancy as required.
 - b) Liaise with new agencies wishing to work with Respect, understanding their needs and developing a support offer to address these.
 - c) Overseeing our training on young people's services
 - d) Support organisations partnering with Respect to implement effective responses to young people.
 - e) Ensure that young people's abusive behaviour is addressed effectively in multiagency settings and supporting agencies to work together to bring about change in families affected by abuse.

- f) Develop the range of Respect’s young people’s interventions ensuring these meet the range of risk and needs present in the family’s accessing Respect Young People’s Services, as well as those who could benefit from increased reach.
- g) Respect is committed to building on the evidence base for our work and the Development Manager will support service providers to collect useful data on outcomes and work with providers to analyse and use this data.
- h) Develop and implement a marketing strategy for Respect’s young people’s work. This includes the online presence, annual events, evidence dissemination, training and making the case for compassionate and robust responses to young people using violence and abuse.
- i) Alongside the Development Director, manage the budget for this area of work.
- j) Provide reports to the Development Director and Board on the development of Respect’s Young People’s Services
- k) To represent Respect Young People’s Services in a range of settings including presentations to professionals and public as needed.
- l) To lead on delivery of the annual Respect Young People’s Services conference.

Other activities

- m) Maximise own personal development by positively contributing to induction, supervision, training, appraisal and team meetings
- n) Develop positive working relationships with Respect colleagues, Respect associates and other contractors
- o) Comply with all Respect policies and procedures and all legal requirements
- p) Conduct all work in a way which reflects the values, aims and principles of Respect.
- q) Carry out any other duties as required by Development Director on behalf of the Respect Board of Trustees

PERSON SPECIFICATION: Young People’s Services Development Worker

EXPERIENCE		Essential	Desirable
1.	A strong track record in service delivery in the young people’s and/or domestic abuse sectors	X	
2.	Experience of developing behaviour change through direct service delivery, training and skills development and systems change	X	
3.	Experience of project planning and execution, reporting on progress, managing project risks and ensuring achievement of objectives	X	
4.	Experience developing new areas of work and/or scaling up	X	

	existing services		
5.	A track record of driving service quality improvements, ideally in relation to domestic abuse, safeguarding or family support	X	
KNOWLEDGE			
6.	An understanding of young people's abusive behaviour on an individual, family and social level.	X	
7.	Outstanding knowledge of safe, effective interventions to address young people's abusive behaviour across the risk and needs spectrum	X	
8.	Knowledge of work with families affected by domestic abuse.	x	
9.	Understanding of the impact of trauma and domestic abuse on young people	x	
10.	Understanding of ADHD and Autism		X
SKILL			
11.	Excellent communication skills	X	
12.	Ability to write documents and produce briefings for a range of audiences	X	
13.	Ability to work on own initiative.	X	
14.	Ability to foster the values, aims and objectives of Respect throughout your work	X	
15.	Commitment to anti-discriminatory practice and equal opportunities	X	
16.	Willingness to travel regularly and work occasional weekends and evenings as required.	X	
EDUCATION/QUALIFICATIONS			
17.	No formal qualifications are required for this role although evidence of relevant learning, particularly in relation to service development.	x	