

*“Our task is not to put the greatness back into humanity but to elicit it, for the greatness is there already.”*

*John Buchan*



**Job Title** Communities Lead

**Job Base** Home based with extensive travel (in accordance with Scottish Government guidelines)

**Reports to** Head of Communities

**Type of Contract** Full Time (current funding in place until 2023)

**Salary: £35,000**

### **Background**

Columba 1400 are delighted to be expanding our reach and impact with families as part of the What Matters to You? partnership with BBC Children in Need and The Hunter Foundation. This new and exciting role will be employed by Columba 1400 and will operate within a wider partnership approach. This role has been developed to build on the success of the partnership so far and will work collaboratively with parents and professionals to create opportunities for meaningful and lasting change.



What Matters to You? (WM2U) is an approach that aims to support communities to work together to create a caring, responsive approach to supporting families when they need it and for as long as they need it. What Matters to You (WM2U) is an approach that is about being alongside people and listening to what matters to them as individuals, as families and as communities, to improve their life chances and choices, offering hope and aspiration.

The Hunter Foundation and BBC Children in Need have joined forces to invest in this approach in two localities in Scotland (the Lochee locality ward in Dundee and Cumnock in East Ayrshire) to test what happens when the question 'What Matters to you' is genuinely asked in communities where there are many complex issues and where families are most likely to feel isolated, unsupported, unheard or unable to seek supports.

### **Columba 1400**

At Columba 1400 we help young people and the adults around them to be the change they want to see in the world. We want every young person to find the greatness that is inside them and since 2000 we've helped over 10,000 young people and adults transform their lives.

We work shoulder-to-shoulder with young people and the adults around them helping them explore their core values and unlock their inner strength so they can make a difference to their community and transform their sense of identity, their confidence and their ambition. We do this through our Leadership Academies – transformational and inspirational experiences that unlock values, create the conditions for change and uncovers a strength that stands the test of time. With a deep understanding of their own core values, young people unlock an inner strength that can never be shut down – no matter what tough realities life throws at them.

Our work is based on three founding principles: warmth of welcome, warmth of hospitality and the sense of being on a shared journey. We bring people together in their local community, online and at our two inspirational Leadership Centres, as they transform their lives and the lives of those around them.



## Job Profile

Building on the success of our work in communities and as part of the What Matters to You? partnership, Columba 1400 are expanding. We need someone who will take a lead role in developing and co-designing leadership experiences and be alongside families and social leaders as part of the What Matters to You? approach.

Our ambition is to reach more young people and the important adults in their lives, helping them to realise their true potential, to “Be The Change” in their own lives and community. This is an exciting and dynamic post, taking a lead role in our work in partnership with parents and communities.

## Responsibilities

- Lead, develop and manage work with families, enabling Columba 1400 to have the greatest impact within the What Matters to You partnership
- Support parents and partners to make change a reality for families and communities
- Support parents and partners to “Be The Change”
- Develop and co-design values based leadership experiences with families and partners
- Ensure Columba 1400 principles of a warmth of welcome, warmth of hospitality and the sense of a shared journey are experienced by parents who in turn can reach other parents, supporting them to have a leadership role in their own lives and community.
- Support evaluation, impact and learning in our work with families, so we know we are making a difference, listening, learning and improving

## Person Specification

Columba 1400 are looking for someone who lives and breathes their values, someone who is passionate about creating positive and lasting change with people, families and communities, helping people to #BeTheChange. You will be a leader who can demonstrate the following leadership qualities, skills and experience:

### Awareness

- Have experience of working in a community setting and leading change
- Understand yourself and your personal leadership: demonstrate strong core values, drive and determination to achieve social change
- Have a qualification in any of the following specialist areas: community development, social work, health, coaching/facilitation or teaching
- Understand issues facing communities
- Have knowledge and understanding of a relational, person centred approach
- Understand the policy landscape and how the voice of parents can influence change
- Understand place-based working and strategic thinking

### Focus

- Be able to make a difference, building capacity and legacy
- Create the best opportunities for enabling the best outcomes
- Deliver quality experiences for families
- Inspire others – lead by example
- Enable, support and create the conditions to empower families, partners and your team

### Creativity

- Co-design values based leadership experiences with parents and partners
- Lead opportunities which enable parents to surface barriers to change
- Support and enable opportunities for creative problem solving
- Develop creative opportunities to share stories of success and our shared journey
- Make good decisions, helping others to develop creative solutions



- Be innovative in your approach
- Be able to work in partnership and create opportunities for collaboration

### Integrity

- Develop relationships at all levels
- Demonstrate integrity and doing the right thing, even in the most challenging circumstances
- Driven to achieve positive outcomes for families and communities
- Committed to professional development

### Perseverance

- Passion – absolutely committed to supporting young people and the key adults in their lives.
- Flexible to work evenings and attend residential courses as required
- Challenge – enjoys engaging in difficult tasks and does not shy away from problems

### Service

- Deliver and create positive change for people and communities
- Co-design opportunities which support personal and social transformation
- Demonstrate the ability to be alongside parents and partners

*The organisation reserves the right to vary duties and responsibilities at any time and from time to time according to the needs of the organisation's business. May 2021*

