



## Job Description

<b>Post:</b>	Community Movement Lead
<b>Team:</b>	Oasis Community Partnerships
<b>Responsible to:</b>	OCL Managing Director of Community
<b>Responsible for:</b>	1-2 Hub Leaders
<b>Key Relationships:</b>	National Community Director, wider OCP Leadership team, Hub Leaders, Hub staff and volunteers, Principals and Academy Leadership teams, Hub Councils
<b>Salary:</b>	35-39 (National and Outer London), 36-40 (Inner London) + Local Government Pension scheme
<b>Location:</b>	National
<b>Working Pattern:</b>	0.8 FTE, 32 hours per week, 52 weeks per year (Permanent)
<b>Unsocial working:</b>	Weekend and evening working is required but time off in lieu is given in accordance with current Oasis policy

### Context:

Oasis Hubs are local places of activity that provide integrated, high quality and diverse services to benefit the whole person and the whole community. The Oasis ethos stems from our Christian roots and is an expression of our character - it is a declaration of who we are and therefore the lens through which we assess all we do. This is encapsulated by the following five statements: a passion to include everyone; a desire to treat everyone equally, respecting differences; a commitment to healthy and open relationships; a deep sense of hope that things can change and be transformed; a sense of perseverance to keep going for the long haul.

An Oasis Hub is a community movement and the joining together of all the work Oasis does in any one place, which could include foodbanks, debt advice centres, family support and advice services, healthcare, youth work, children's work and formal education through Oasis primary and secondary Academies. The purpose of the Hub is to serve the whole person and the whole community and to ensure that people are able to flourish socially, physically, emotionally, spiritually, educationally, environmentally, morally.

Whilst Hubs are the vision of the Oasis family as a whole the Hub charities, responsible for youth and community work and charitable fundraising, sit within OCP. The OCP leadership team are responsible for growing and sustaining youth and community work within Oasis, whilst also working with the wider organisation to work towards the Oasis vision.

### Purposes of Job:

The role of Community Movement Lead has been created to work within the OCP core leadership team, but on behalf of the wider organisation. The Community Movement Lead will build on existing work to grow a sense of community movement across Oasis, whilst also ensuring that ethos and character development remains at the heart of OCP.

- Development of 'alumni' programme across the Oasis family
- Development of youth voice and action
- Lead for community movement within OCP



- Working with the OCT CEO to develop strategy for the Oasis wide community movement strategy.
- Creating training and development pathways within the community movement across the organisation
- Play an active part in OCP's core leadership team
- Oversee the implementation of Ethos and Development resources within OCP

### **Strategic Responsibilities:**

#### **1. Development of 'alumni' programme in Oasis, researching effective ways to keep those who have engaged with any part of Oasis as part of the movement**

- Develop a strategy across the whole organisation, including students in Oasis Academies, young people and community members who engage in OCP activities, housing residents, church members, with a key focus on establishing the Oasis community movement
- Develop effective platform and system for students in Oasis Academies to stay part of Oasis once they leave, with the option of the platform being used in other parts of the organisation
- Work with the OCT COO to integrate 'alumni' plans with fundraising and comms strategy for OCT
- Work with the community movement steering group to identify shared language, identity and branding for community movement across Oasis
- Work with Head of Church Development so that the Oasis Church network is integrated into the wider Oasis Community movement strategy
- With the CEO's of OCT and OCP agree the short/medium/long term plan for community movement
- Gathering key stakeholders as appropriate, including those who have been part of Oasis in local Hub communities

#### **2. Development of strategy for youth voice, action and influence within Oasis**

- Facilitate the voice of all young people who are part of Oasis, but especially the most vulnerable young people who often don't get heard
- Development of Youth forums as part of our governance structure, including Hub Councils and trustee groups
- Alongside the youth work lead practitioner develop a framework for what good quality youth voice, action and influence looks like

#### **3. Support the outworking of the Oasis training and development pathways (part of the Oasis UK community movement strategy)**

- Develop the training and development pathways within Oasis working with other key stakeholders and in particular the CEO's, OCL Head of Learning and Development, Head of Hub Councils and OCP Lead Practitioners
- Facilitate Oasis community teams to engage in the ethos and 9 habits resources, working with them to develop new resources that can be used in different settings
- Build in a culture of coaching and mentoring across all training and development pathways

#### **4. Play an active part in the OCP core leadership team, ensuring that community movement is integrated across Oasis Hubs**

- Line Management of 1-2 Hub Leaders, utilising the OCP systems, including in relation to compliance regarding policy, systems and monitoring and evaluation. (Hub Leaders TBC depending on location.)



- Work with Head of Hub Councils to ensure that Hub Councils are joined up with the overall community movement strategy
- Within the team lead an annual review of volunteering resources alongside the Head of Hub Councils
- Work with Hub Leaders to develop a sense of community movement across the breadth of delivery in Hub Charities

**5. Ethos and development OCP**

- Working alongside the Ethos and Formation Director ensure there is provision of good quality ethos resources across OCP
- Work with key stakeholders to produce best practice guides and engaging staff in the creation of resources
- Provide advice and guidance to Hub Leader on how to introduce the use of the ethos resources within their teams and projects
- Work with key stakeholders, including Church development lead, on our approach to building Christ centred communities

**Relationships/Partners:**

**Internal:** OCP Leadership team, Wider Oasis leadership teams, Hub Leaders, Hub staff and volunteers, Principals and Academy Leadership teams, Hub Councils

**External:** Training providers, other youth and community organisations

**General**

- To support and contribute to the purpose of Oasis
- To carry out any other duties as may reasonably be required by your line manager
- To take every opportunity to raise support for Oasis
- Actively to participate in the wider life of Oasis (staff meetings, training etc)

**Physical Activities**

- Keyboard and VDU use are a significant aspect of this role

**Safeguarding children and young people and vulnerable adults**

Oasis is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all staff to share this commitment and to undergo appropriate checks, which may include an enhanced DBS check.

**The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.**

**Signed:**

<b>Employee:</b>		<b>Line Manager:</b>	
<b>Print Name</b>		<b>Print Name</b>	
<b>Date</b>		<b>Date</b>	



**Person Specification: Hun and Team Development Lead**

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Education to degree level or equivalent and /or relevant professional qualification in community development or teaching</li> <li>• Evidence of recent commitment to own professional development</li> <li>• Recent relevant training in Management and Leadership/ Extended services/ Community Development</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of leading community delivery</li> <li>• Experience of effectively managing delegated budgets/public funds</li> <li>• Proven experience developing a community movement</li> <li>• Proven experience of facilitating youth voice</li> <li>• Experience of growing projects from the initial start-up phase through to maturity</li> <li>• Ability to act strategically and to be involved in direct delivery</li> <li>• Recent experience of working with young people and communities</li> <li>• Experience of strategic management within a school, statutory, voluntary or commercial organisation</li> <li>• Proven record of successful leadership of a community project or an area of school development at a senior level working with other partners</li> <li>• Innovative use of resources</li> <li>• Evidence of sustained development and improvement in significant projects</li> <li>• Competitive bidding and budget management to maximise funding</li> <li>• Experience of working with numerical data and the ability to produce accurate and detailed statistical analysis and reports</li> <li>• Experience/knowledge of MS office</li> </ul>	<ul style="list-style-type: none"> <li>• Recent senior leadership experience in extended services and/or specialist school</li> </ul>

<p><b>Knowledge</b></p>	<ul style="list-style-type: none"> <li>• Thorough knowledge and understanding of the principles, developments and best practice of the Community work and its potential for raising standards</li> <li>• Innovative approaches to working with students, parents, staff and the local community</li> <li>• Understanding of the practical application of Equality, Diversity and Inclusion</li> <li>• Possible sources of external funding and principles of effective bid writing</li> <li>• Knowledge of safeguarding and promoting the welfare of children, young people and vulnerable adults</li> <li>• Knowledge and understanding of principles and practices of marketing</li> <li>• Effective review and evaluation procedures</li> <li>• Knowledge and application of ICT systems, budget planning and accounting, health and safety law, and equal opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of local community opportunities and issues</li> </ul>
<p><b>Skills</b></p>	<ul style="list-style-type: none"> <li>• Experience of senior leadership</li> <li>• Proven ability to grow and lead teams</li> <li>• Excellent communication, presentation and ICT skills</li> <li>• Excellent interpersonal skills and ability to influence others</li> <li>• Ability to work strategically and collaboratively to lead and manage change, and to direct and co-ordinate the work of others</li> <li>• Ability to anticipate and problem solve</li> <li>• Creative and flexible thinker</li> <li>• Excellent prioritisation and time management skills and the ability to work effectively and efficiently within set deadlines and tight timescales</li> <li>• High levels of tact, diplomacy, discretion and ability to demonstrate absolute respect for the confidentiality of information gained as a result of working within a school</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in a highly confidential environment</li> </ul>

	<ul style="list-style-type: none"> <li>• Make decisions based on analysis, interpretation and understanding of relevant data and information</li> <li>• Develop, maintain and use an effective network of contacts</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Entrepreneurial</li> <li>• Has a vision for facilitating the development of community services and chaplaincy</li> <li>• Energy, enthusiasm and flexibility</li> <li>• A positive outlook on life</li> <li>• Ability to work under pressure and determination to succeed</li> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> <li>• Willingness to undergo appropriate checks, including enhanced DBS checks</li> <li>• Motivation to work with children and young people</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline</li> <li>• Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos</li> </ul>	