



Programme Lead, 2-days a week, 1 year fixed term contract (potential for extension, subject to funding)

Introduction

We are looking for someone to join the Room to Heal team to lead our new programme on group resilience. The focus will be on increasing access to the integrative group resilience model of our work with refugees and asylum seekers through collaboration with partnership NGOs in England. This model of working promotes anti-racist behaviours and is respectful of different cultural approaches to mental health. We welcome and encourage applications from Black, Asian and Minority Ethnic candidates and people who have experience of being a migrant in this country with lived experience of the impact of immigration policy and practices.

The role

Job Title: Programme Lead - Group Resilience: Stronger Together

Responsible to: Director

Salary: £35,000 per annum (£14,000 pro rata),

Hours: 2 days per week (possibly leading to 3 days, subject to funding)

Contract: Fixed term - 1 year with the possibility of extension subject to funding

Start-date: as soon as possible

Location: ideally based in our London office in Newington Green, N16 (with some travel to other parts of England), however would consider remote working from home if there is a willingness to travel on a very regular basis to London and other parts of England (currently the team is working remotely due to coronavirus pandemic)

Purpose

We are looking for a programme lead to work alongside our Director. This post will develop Room to Heal's strategy to increase access to the integrative group resilience model of work for refugees and asylum seekers in this country, primarily in collaboration with other NGOs. This is a new role with opportunities to develop into a longer term position and to increase to 3 days per week (subject to funding) .

Background to this role and our strategy

Room to Heal supports torture survivors to rebuild their lives in exile, through an integrated programme of therapeutic and casework assistance in the context of a community of survivors. Our approach recognises the political context of our members' multiple and ongoing experiences of trauma including in their home country, on their journey to, and within the UK. Our current focus is London, where we have an established community. We also run a small international training programme. The next stage in Room to Heal's development is to build a coalition of organisations that offer an integrative model of group resilience, community and casework across the country.

Now, more than ever, we need to collaborate, promote collective resilience and put refugees at the forefront of services there to support them and we are excited about this new opportunity to broaden our reach.

Our ideal candidate is someone who:

- Understands and is committed to the holistic group therapy-casework-community model of working with refugees and asylum seekers
- Has lived experience - this might include experience of living in exile, being a torture survivor, and/or relevant experience of living in the UK as a migrant
- Has a good understanding of psychotherapy and recognises and believes in the effectiveness of group therapy and group resilience
- Has an awareness of the multifaceted and complex needs of refugees and asylum seekers in the UK
- Is a strategic thinker as well as being able to have a pragmatic approach to delivering programmes of work
- Is articulate and persuasive and works in a collaborative way
- Has experience of successfully managing projects in a collaborative way

- Understands the multifaceted needs of asylum-seekers and refugees in the UK and the hostile environment and how our work challenges and responds to this.

The Role

1. To explore and foster relationships with partner NGOs to develop this programme of work, to build a culture of collaboration with existing and new partners to increase the sustainability and effectiveness of our work.
2. To project-manage the first year of implementing Room to Heal's strategy of increasing access to group work, primarily through collaboration with other NGOs.
3. To be active in identifying new opportunities, ensuring that they are appropriately researched and cost-evaluated, and explore revenue options to realise them.
4. To understand and articulate the Room to Heal model of group resilience through the integrated model of relational group therapy, casework and community to external audiences;
5. To set up a monitoring and evaluation system for this programme of work;
6. To participate in aspects of the day-to-day life of our London-based community, recognising the importance of building relationships within the existing community with staff, volunteers and members alike.
7. To support the Director and Fundraiser in raising funds and reporting to funders, in order to implement this programme.
8. To keep abreast of developments in relevant fields and ensure that Room to Heal continues to develop and deliver a programme of activities and services which recognises external trends.

9. To oversee communications and outreach activities at Room to Heal, identifying opportunities and ensuring a consistent voice to raise the profile of our ambitions and effective model of working.

10. To carry out any other reasonable tasks relating to this role.

Person Specification

Essential Job Requirements

Qualifications & Training

Educated to degree level

Experience

- At least two years of successfully managing projects, preferably in partnership with other organisations
- A proven track record in organisational leadership with an emphasis on leading change and organisational growth
- Experience of working in an NGO in the refugee field

Skills, Knowledge & Abilities

- Understands and is committed to the holistic group therapy-casework-community model of working with refugees and asylum seekers
- Ability to build and maintain lasting relations with a range of diverse stakeholders - staff, volunteers, donors, partner NGOs, health and social care providers, and other agencies
- Knowledge and understanding of asylum and refugee issues and an awareness of their multifaceted and complex needs
- Knowledge and understanding of the 'hostile environment' and how our work challenges and responds to this
- Knowledge of mental health - particularly in relation to refugees and torture
- An understanding of psychotherapy and the delivery of psychotherapeutic services and a recognition of the effectiveness of group therapy and group resilience
- Strategic thinker with vision and the ability to translate ideas into practical, implementable projects
- Excellent written and oral communication skills and the ability to influence and

- persuade
- IT literate with a good level of numeracy.

Personal Attributes

- A willingness and ability to work in a collaborative way and work in partnership both within the organisation and with other organisations and agencies
- High levels of personal integrity and passion for social justice and inclusive societies
- Ability to meet deadlines and prioritise pressured workload
- Ability to work on own initiative with flexibility and creativity to meet project objectives
- A commitment to diversity and anti-racism
- Willingness for some flexible working with occasional meetings taking place in evenings

Desirable Experience / knowledge

- Worked as a therapist or counsellor or has undertaken therapeutic training or has psycho-social or social work experience
- Has lived experience - this might include:
 - experience of living in exile
 - being a torture survivor
 - living in the UK as a migrant
 - having experience of receiving therapy.
- Has experience of monitoring and evaluation systems and /or working with colleagues to report outcomes to funders.

Applying for this role

Please send your CV and cover letter explaining how you meet the above criteria to elli.free@roomtoheal.org

When writing your cover letter please attempt to cover each bullet-pointed criteria in the Person Specification. The shortlist will be decided based on which candidates

get the highest scores, this will be done by scoring each criteria between 0 to 3 according to how well each criteria is met i.e. 0 for not met at all and 3 for fully met.

You may not have all the experience or skills listed here - if you are not sure whether to apply and want to have a chat before applying for this role please call Elli on 07515 461745.

Recruitment Timetable

Deadline for applications: 10pm, Sunday 25/10/20

Interviews: week of 2/11/20