



# Recruitment Pack: Young People's Practitioner





# Page of Contents

- 1 CEO Welcome
- 2 Job Advert
- 3 Job Description
- 5 Person Specification
- 6 How To Apply
- 7 Staff Benefits



Welcome to The Wish Centre!

As the CEO of The Wish Centre, I am delighted to extend a warm welcome to all candidates interested in joining our team as a Young People's Practitioner.

At The Wish Centre, we are dedicated to making a positive impact on the lives of individuals and communities. Our mission is to empower people to fulfill their potential, achieve their goals, and build brighter futures. As a leading nonprofit organisation, we work tirelessly to provide support, resources, and opportunities to those in need.

As a Programmes Manager, you will play a crucial role in driving the success of our programs, ensuring they are effectively designed, implemented, and evaluated. You will have the opportunity to lead a talented team, collaborate with community partners, and make a real difference in the lives of others.

We are looking for someone who is passionate, innovative, and committed to our mission. If you are dedicated to making a difference and have the skills and experience to lead impactful programs, we invite you to join us in our journey of creating positive change.

If you need help with any aspect of the process, please contact our HR Manager: [stephanie.sayers@thewishcentre.org](mailto:stephanie.sayers@thewishcentre.org).

I look forward to welcoming a dedicated and talented Programmes Manager to The Wish Centre family.

Best regards,

Shigufta Khan  
CEO, The Wish Centre

**Young People's Practitioner - The Wish Centre**  
**£26,798.31 pro rata per annum**

Location: Hybrid; Wish Centre, Business Development Centre, Eanam What, Blackburn/home

Hours of Work: Flexible, part time hours available up to 30 hours per week, Term Time Only

Reports to: Programmes Manager

## **About Us**

The Wish Centre has been delivering quality services to victims in the Blackburn & Darwen area for over 30 years. We provide specialist services to residents of the borough and support victims and their families to live lives free from abuse. Our programmes work is also delivered across Lancashire and Blackpool

## **About You**

Are you passionate about making a positive impact on the lives of those affected by domestic abuse? The Wish Centre (BDDWA) is seeking a dedicated and dynamic individual to join our team as a Young People's Practitioner.

As a Young People's Practitioner, you will play a vital role in transforming the lives of young people affected by domestic abuse. Your responsibilities will include delivering impactful group and 1:1 programs, engaging with young people through a trauma-informed approach, and collaborating with various agencies to ensure comprehensive support. You will proactively assess and manage risks, advocate for services, and help young people build confidence and emotional well-being. By maintaining accurate records and producing insightful reports, you will contribute to the continuous improvement of our services. Join us to make a meaningful difference in the lives of young people, fostering their safety, resilience, and growth

**Closing Date: 5th October 2024**

**To read more about the specific duties of the role, please see the full Job Description on the next page!**





# Job Description

## **Operating Principles:**

The Wish Centre works to a number of principles & values when providing effective, personalised interventions for its service users, our overarching values are We Listen, We Support, We Empower. These principles apply to all roles at The Wish Centre.

The Wish Centre has been delivering quality services to victims in the Blackburn & Darwen area for over 35 years. We are the commissioned domestic abuse service for Blackburn and provide specialist services to residents of the borough and support victims and their families to live lives free from abuse.

Our programmes work is also delivered across Lancashire

## **Job Purpose:**

To support, protect and promote the rights of children and young people who have witnessed or been subject to domestic abuse. To empower and enable young people to have a voice by providing information, advice, support and advocacy.

To deliver group programmes and individual 1:1 work with young people in community venues and in educational settings. This role will require evening work as well as traveling across Blackburn and Darwen Lancashire.

## **Key responsibilities include:**

- Deliver group and 1:1 programs to children and young people.
- Liaise with appropriate services and act as a point of contact.
- Provide assertive engagement using a trauma-informed approach, including assessing Adverse Childhood Experiences.
- Work in partnership with other agencies and professionals.
- Make proactive contact with young people within service procedures' timescales.
- Listen to young people to identify their concerns.
- Risk-assess and respond to the needs of young people living with perpetrators, ensuring safety plans are in place.
- Ensure young people receive the services to which they are entitled.
- Provide or facilitate advocacy for young people seeking help from other agencies.
- Help young people develop their own support network.
- Support young people on a 1-1 or group basis to develop confidence, emotional well-being, and understand domestic abuse dynamics.
- Keep relevant agencies informed about important changes in young people's situations, especially regarding safeguarding.
- Work closely with schools, children's social care, and IDVA services.
- Manage own caseload by maintaining accurate records, monitoring outcomes, and proactively supporting service provision.
- Produce regular reports highlighting work areas, case studies, concerns, and outcomes.
- Plan and deliver training and awareness sessions to multi-agency teams with colleagues.
- Understand the legal framework for child protection, including CSAP policies and procedures.
- Attend domestic abuse and multi-agency meetings, providing feedback to team members and the service manager.
- Participate in regular training opportunities.
- Uphold best safeguarding practices for children and adults at risk.
- Work as part of a team, providing cover for colleagues when necessary.
- Support established risk assessment frameworks in assessing and managing risk.



# Person Specification

## Essential Criteria

### Qualifications and Experience

- A relevant qualification in domestic abuse, childcare or social care or equivalent experience.
- Experience working with children and young people, particularly in a domestic abuse context.
- Proven experience in delivering group and 1:1 programs.

### Knowledge

- Strong understanding of trauma-informed approaches and Adverse Childhood Experiences (ACEs).
- Knowledge of child protection and safeguarding legislation, policies, and procedures.
- Familiarity with the dynamics of domestic abuse and its impact on young people.

### Skills and Abilities:

- Excellent communication and listening skills.
- Ability to engage assertively and empathetically with young people.
- Strong risk assessment and management skills.
- Ability to work effectively in partnership with a range of agencies and professionals.
- Proficient in managing a caseload and maintaining accurate records.
- Competent in producing comprehensive reports and documentation.
- Training and presentation skills for delivering awareness sessions.
- Proficiency in using IT systems, word processing, and communication tools.

### Personal Attributes:

- Highly organized and proactive.
- Strong commitment to safeguarding and promoting the welfare of children and young people.
- Ability to work independently and as part of a team.
- Flexible and adaptable approach to work.
- Resilient and able to manage stressful situations effectively.
- Be compassionate and empathetic with your client's situation.

## Desirable Criteria

### Qualifications and Experience:

- Experience in providing advocacy for young people.
- Previous experience working with Independent Domestic Violence Advisers (IDVAs) and multi-agency teams.

### Knowledge:

- Awareness of the local services available for children and young people affected by domestic abuse.
- Understanding of the CSAP policies and procedures.

### Skills and Abilities:

- Experience in developing and facilitating support networks for young people.
- Strong networking and relationship-building skills.

### Personal Attributes:

- Innovative and creative in approach to problem-solving.

### Additional Requirements

- Ability to attend and participate in multi-agency meetings.
- Participation in regular training opportunities to enhance knowledge and skills.
- Ability to work flexibly, from multiple locations across the borough
- A full UK Driving Licence and access to a car is essential

# How to Apply

To apply, please send your C.V. and a covering letter detailing how you meet the person specification, to [recruitment@thewishcentre.org](mailto:recruitment@thewishcentre.org).

**The closing date for the position is 5<sup>th</sup> October 2025.**

This post is subject to a Disclosure and Barring Service check at an enhanced level.

The Wish Centre is committed to promoting equality, diversity, and inclusion in all aspects of our work. We welcome applications from individuals of all backgrounds and identities.



# **Staff Benefits**

Our staff benefits program reflects our dedication to nurturing a culture of care and support within our organisation. From health and wellness initiatives to professional development opportunities, we offer a comprehensive range of benefits designed to enhance well-being, promote work-life balance, and recognise the valuable contributions of our team members.

Below are some of the benefits available to our valued employees:

- Flexible working - core hours need to be covered by the staff team, but flexible working arrangements are in place and can be authorised by your line manager.
- Free onsite parking.
- Learning and development opportunities which are discussed with the employee in supervision and annual appraisal.
- 25 days leave, plus bank holidays (pro rata) together with an additional days leave for your birthday and a further day allocated once you reach 5 years service.
- Automatic enrolment to Westfield Health (private health insurance) which includes access to a 24/7 counselling line and high street discounts. Accessible for the employee and their immediate family members.
- Four free therapeutic sessions available via Lancashire Health and Wellbeing Centre per calendar year.
- Long service awards given at 10 years.
- Hybrid working offered for the majority of roles.