



Baca

Safe to heal, free to thrive

About us

Our Vision

A world where all child refugees are welcomed, safe and inspired with hope to rebuild their lives for a better future.

Our mission

It is our mission to serve young people who have been forced to flee their home country – offering safe homes, education, therapeutic care and support in every area of their lives.

We believe each young person, many of whom are victims of human trafficking, has a dignity worth celebrating, talents worth discovering and a life to live to its fullest potential, no matter their past experiences nor present circumstances. We are committed to providing an inspiring environment that raises hope and strengthens resilience.

Our Values

Respect

Treating everyone with dignity in all circumstances.

Integrity

Unexaggerated truth, expressed with humility, purity of motive and sincerity of intention, in both our words and deeds.

Passion

Embracing risk for the sake of the mission, with courage to take bold risks and to innovate despite adversity.

Grace

Costly additional opportunity for everyone, to enable us to be our best by being perpetual learners.

Compassion

Serving sacrificially, rooted in an unwavering zeal to seek the best for those we serve and not self.

Wisdom

Finding a way through a challenge by listening, learning, perceiving what is at stake, applying insight and considering diverse options.



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Our Impact, Outcomes and Goals

We are passionate about seeing the young people we serve become positive and empowered individuals, building on their resilience and strengths to contribute to the world around them.

Outcomes

We deliver this impact through our therapeutic support for all areas of life, specifically aimed at achieving the following outcomes - *Increased Personal Safety, Increased engagement with Education, Employment and Training, Improved Emotional Wellbeing, Improved Physical Wellbeing and Increased Social engagement.*

Strategic Goals

Strengthen Baca's holistic service for young forced migrants

Enhance Baca's service to maximise the potential of each young person

Engage locally, regionally and nationally to see a world where child refugees are welcomed, safe and have hope to rebuild their lives for a better future.

Thank you very much for your interest in this role at Baca. We support young people who have been forced to flee their home country, because of war, persecution, or trafficking. We provide the support they need which includes a safe home, education and therapeutic care. The young people we serve have lost the only life they know and have overcome all the odds to reach safety. Their courage inspires us but without support they are at extreme risk of harm and exploitation.

We are committed to providing an inspiring environment that raises hope and strengthens resilience – enabling them to fulfil their potential and become thriving members of the community. We consider it an absolute privilege to be able to walk with them on a daily basis. We take heart from the several positive stories of young people's transition into adulthood, establishing their lives and being a positive contribution to the world around them. However, we recognise the huge pressures they continue to face and therefore, we believe there is still a long way to go as we continue to learn from them. We believe there are greater depths of development for each young person to achieve so that they do not fall back into exploitation or any other dangerous environment.

If successful, you will be joining a passionate and committed team, with strong expertise. You will find that the team are committed to our values, which has built a culture that seeks to allow everyone to be their best in order to give their best for the sake of the young people we serve. I hope you will find all the information you need in this pack or on www.bacacharity.org.uk to help you complete your application.

We wish you all the best,
Jimmy Zachariah, CEO

Role Description

Residential Volunteer

Make a difference and live with amazing young people through this live-in role that you can do alongside full-time study or full-time work. Come and join a diverse community and help inspire hope in young people who need your support.

OVERALL PURPOSE

- To move into one of our houses and make it your home and main residence living with up to four amazing young people
- To be a positive role model who builds good relationships with the young people living in the same house as part of the wider Baca team who care for and support them
- To help create a homely, safe and comfortable atmosphere that brings young people together as a house community

ROLE DESCRIPTION

- Assist young people to settle into the home and help if support is needed with daily life skills and basic house maintenance matters
- Encourage young people to engage with their local community where possible
- Set a positive example to young people of how to live independently
- Maintain communication with team members
- Report safety concerns to our 24 hour On Call Manager
- Report maintenance issues to the Operations Manager

GENERAL

- Play an active and supportive role within the organisation
- Maintain strict confidentiality in relation to work undertaken and ensure all confidential material is stored according to Baca's Confidentiality statement and Data Protection Policy
- Embrace the Vision and Values of Baca and reflect this in working practice
- Treat all staff and young people fairly and without prejudice, in line with Baca's Equality and Diversity policy
- Be aware of the correct procedures for dealing with any suggested incidences of safeguarding concerns and to follow them, in line with Baca's Child, Vulnerable Adult Protection & Safeguarding Policy
- Adhere to all Baca's policies and procedures



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PERSONAL SPECIFICATION

- You will have experience or interest in working with young people
- You will have a willingness to learn about cross-cultural issues in working with asylum seekers
- You will have a desire to make a difference
- You will be motivated and passionate about the work that Baca does and the young people in our care
- You will be a warm, friendly, approachable and committed team member
- You will be supportive, responsible, reliable and personable
- You will have a personal style that is in line with Baca's vision. You will be able to live out Baca's values in your day to day life

SKILLS / ABILITIES

- Ability to act as a good role model to the young people and to gain their trust and respect
- Ability to engage and work with young people in a professional and sensitive manner
- Ability to remain calm and controlled in all situations with young people
- Good interpersonal skills and ability to interact well with staff and visitors to the house
- Ability to use own initiative under supervision of Volunteer and Intern Coordinator
- Ability to be able to receive feedback well and implement changes effectively

Salary: This is a voluntary role although benefits include free accommodation, utilities, council tax and Wi-Fi.

Hours: No set hours as this is a voluntary role. We encourage an evening a week to be spent with the young people as well as some time during the weekends.

Location: Cambridge

Tenancy Agreement: 12 months (negotiable)

Start Date: Negotiable

Overseen by: Cambridge Team Leader

FAQs

WHO ARE THE YOUNG PEOPLE I AM LIVING WITH?

Baca cares for young people aged 16-18 who reach the UK alone. The young people in our care have been trafficked or forced to flee their homes to escape war or persecution. They have lost the only life they know and overcome all the odds to reach safety. The role of a residential volunteer is to be part of the community that welcomes our young people and helps them feel safe to heal and free to thrive.

WILL I RECEIVE ANY TRAINING?

Yes, we will provide you with role specific training, safeguarding & lone working training, and a full induction. You will also attend a first aid course and a further external course that applies to your role.

DO I HAVE TO BE IN THE HOUSE ALL THE TIME?

No. We recognise, encourage and expect that you will have another working role and/or be studying. We do ask, however, that you treat the house as your home and respect the house rules. We ask that you get to know your housemates and spend some time with them during the week as well as living your social life and enjoying other social commitments that you may have.

CAN I GO AWAY AT WEEKENDS OR ON HOLIDAY?

Yes, and we would encourage you to get away from time to time. If you do intend to be away from the house either for a night or two or for a longer holiday, we ask that you let us know of your plans as soon as possible (ideally two weeks before). We encourage around 33 nights away from the house per annum and approximately one weekend away per month.



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How to Apply

You can apply electronically, by completing an application form on our website. Please complete the online application form or return a downloaded and completed application form, along with a CV to us by email. Please make sure that your application demonstrates how your experience, skills and abilities meet the selection criteria set out in the Job Description and Person Specification.

Downloaded application forms must be sent to: recruitment@bacacharity.org.uk clearly identifying the role you are applying for.

Interview Process

Applicants will be interviewed as they arrive.
We will contact you as soon as possible to let you know what the interview process will entail.

We operate a Safer Recruitment Process which means that as part of the recruitment process all volunteers must undergo an enhanced DBS (Disclosure and Barring Service Check). We also require two academic or professional references