



# 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](http://www.bacacharity.org.uk) to help you complete your application.

We wish you all the best,  
Jimmy Zachariah, CEO

## Job Description

Job Title:	Support Worker
Reporting To:	Support Team Manager
Contract Type:	Permanent
Location:	Based in Loughborough, England. The role requires travel to all locations where Baca Services are delivered.
Salary:	£24,754 - £28,454 per annum FTE
Working Hours:	37.5 hrs per week (including evening and weekend hours on a rota)

### OVERALL PURPOSE

- To provide support and care to young people who are newly arrived in the country, providing the foundations for them to rebuild their strength, dignity and grow their hope for their futures.
- To partner with social workers and representatives from other agencies, for the benefit of the young people.

### DUTIES & RESPONSIBILITIES

- To be a key worker for a number of young people who are in the care of Baca, providing high quality holistic and therapeutic support for their transition to adulthood.
- To deliver young people services in line with Baca's Theory of Change, to enable young people to achieve the following outcomes, ensuring it is of the highest quality:
  - Improved Physical Wellbeing
  - Improved Emotional Wellbeing
  - Increased engagement with Education, Employment and Training
  - Increased Social engagement
  - Increased Personal Safety
- To work proactively and collaboratively to ensure all young people are safeguarded and taking the initiative in resolving any issues that may arise with young people.
- To be a role model to all young people in Baca's care, providing care and compassion without discrimination of age, race, colour or behavioural issues.
- Support young people to understand expectations of them and the support on offer to them from Baca and other agencies.
- Support young people in developing essential life skills in line with the individual support plan to prepare them for independent living. Training young

people in living skills such as washing, cleaning, cooking and safety food shopping and budgeting; proactively and intentionally in line with the Baca progress plan.

- Support young people in developing their skills and interests in education, vocation or hobbies. Ensure young people's interests, hobbies and aspirations are identified by getting alongside young people and working with the team.
- Be an active part of a diverse environment of staff and young people from different cultures and backgrounds.
- Support young people to engage socially at Baca and in the wider community to build positive trusting relationships with others through one to one and group social times, engaging in clubs and activities.
- Take part in planning and attending day trips and Baca's annual residential week.
- Develop excellent working partnerships with social workers, solicitors, teachers, volunteers and other partners to provide a holistic development package for each young person enabling them to become independent.
- Actively plan, prepare and participate in all meetings and events that are related to the support of the young people.
- Prepare young people for meetings and help them to understand what is being communicated.
- Transport young people, in line with our lone working policy, to events and meetings making sure they are on time using your own car in a safe and legal manner.
- Support young people to communicate and express their own wishes and voice regarding all aspects of their life and future.
- Develop and maintain excellent communication with all members of the team and all external partners and supporters.
- Keep good records and carry out all administrative work required as part of the role, such as month end reports and support plans, on time and in a consistent manner.

## GENERAL

- Be adept in employing the correct procedures for dealing with any safeguarding incidences or concerns, in line with Baca's Child, Vulnerable Adult Protection & Safeguarding Policy.
- 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.
- Adhere to all Baca's policies and procedures.
- Be a role model, leading by example in practicing the Values of Baca.
- Play an active and supportive role within the organisation.
- Take ownership of all administrative aspects of the role.
- Treat all staff and young people fairly and without prejudice, in line with Baca's Equality and Diversity policy.
- Ability to work flexible hours, including occasional evenings and weekends, in line with the needs of the team.

## PERSONAL SPECIFICATION

Baca is looking for someone who can join the support team and provide support, care and be a role model for young people who are newly arrived unaccompanied asylum seekers and victims of trafficking aged 16 to 18. They will be motivated and passionate about the work that Baca does and the young people in our care.

The successful applicant will have the ability to ensure the support we give to the young people is of the highest quality and goes beyond the statutory standards set. They will be very approachable, reliable and a strong team worker. Someone who is supportive, approachable, responsible, reliable, personable and willing to be flexible. They will be a great people person who can develop key external relationships. They will also be a very organised and proactive individual. The successful applicant will need access to transport as the role requires visiting the young people in their homes and attending different appointments/meetings across the midlands. The successful applicant will subscribe to and work in line with Baca's vision and values. The role will require the successful candidate to complete an enhanced DBS check.

Competency Areas	Specification	
Personal Attributes	• Alignment with Baca's Value to achieve our vision, mission and strategic goals.	Essential
	• Ability to respond to change at short notice.	Essential
	• Able to work as part of a highly diverse group of people.	Essential
	• Able to work in partnership productively with teams internally and external stakeholders.	Essential
	• Able to be accountable, take responsibility and be willing to learn.	Essential
	• Self-motivation and flexible attitude to work.	Essential
	• Proactive individual who is willing to take initiative in getting involved in a range of activities.	Essential
	• Ability to be patient, calm and tenacious in very challenging circumstances.	Essential

Knowledge and Understanding	<ul style="list-style-type: none"> <li>• Knowledge of safeguarding practices.</li> <li>• Knowledge of issues, challenges and strengths of unaccompanied asylum seeking young who may also be trafficked.</li> <li>• Have a genuine concern for and commitment to young asylum seekers/refugees, and unaccompanied young people in particular.</li> <li>• Knowledge of asylum processes and trafficking risks.</li> <li>• Candidate has relevant training and qualification in working with young people or is willing to complete essential training within the first year of employment.</li> </ul>	<p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p>
Experience	<ul style="list-style-type: none"> <li>• Experience of working with young people.</li> <li>• Experience of coordinating tasks.</li> <li>• Experience of working cross culturally.</li> <li>• Experience of working with unaccompanied asylum seeking and trafficked young people.</li> <li>• Experience of working with young people, on a 1-2-1 and group setting.</li> <li>• Experience working in multidisciplinary teams across multiple teams and across wide range of stakeholders.</li> <li>• Experience of working with local authorities and statutory agencies.</li> </ul>	<p>Highly desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p>
Skills and Abilities	<ul style="list-style-type: none"> <li>• Able to understand priorities and work in partnership.</li> <li>• Ability to manage multiple tasks at any one time, prioritising workload to meet competing deadlines.</li> </ul>	<p>Desirable</p> <p>Desirable</p>

	<ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills.</li> <li>• Excellent team working skills.</li> <li>• Excellent personal organization and high attention to detail.</li> <li>• Ability to plan, promote and deliver sessions to a group of people.</li> <li>• Taking initiative and finding solutions to challenges faced by young people by working with them.</li> <li>• Good ICT skills for using Microsoft Office package.</li> </ul>	<p>Highly desirable</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p> <p>Essential</p>
Other	<ul style="list-style-type: none"> <li>• Driving Licence that allows you to legally drive a car in the UK.</li> <li>• Access to your own car</li> <li>• The successful applicant will be required to have an enhanced DBS check.</li> <li>• Adherence to all policies and procedure of the organisation.</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>





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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.

Please also make sure you complete the equal opportunities monitoring form. Completed applications should be returned to us by *9:00am on Friday 23<sup>rd</sup> January 2026*.

Applications received after that time will not normally be considered for short listing.

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

## Interview Process

A 30-minute online interview could be conducted as part of shortlisting. If suitably strong candidates are shortlisted before the deadline, in-person interviews will take place immediately after shortlisting.

If you are shortlisted for in-person interviews, we will contact you as soon as possible, to let you know the details of the interview process.