



investing hope, shaping futures

RECRUITMENT PACK

ABOUT US

Our Vision

A world where forced migrants are welcomed, safe, and have hope to rebuild their lives for a better future.

Our mission

It is our mission to serve young people seeking refuge in the UK without families, some of whom have been victims of human trafficking, by offering them safe homes, as well as therapeutic support in all areas of their lives.

We believe each young person arriving on our shores has a dignity worth celebrating, talents worth discovering and a life worth living to its fullest potential, no matter what their past experiences or present circumstances.

We are committed to providing an inspiring environment that raises hope and strengthens resilience, enabling each young person to rebuild his or her life.

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

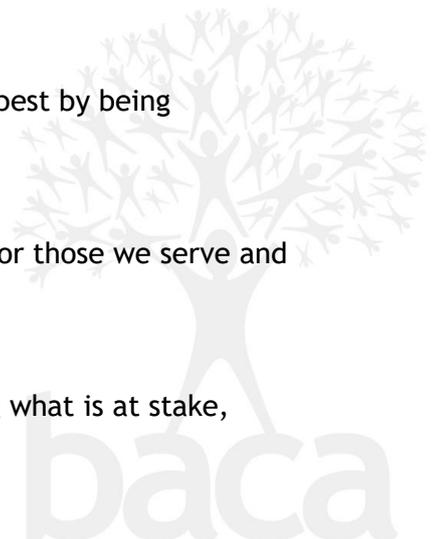
Costly additional opportunity for everyone, to enable us to be our best by being perpetual learners.

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.



Our Impact, Outcomes and Goals

We are passionate about seeing young people who have experienced exploitation, bereavement, grief, loss and trauma as a result of war, persecution and or human trafficking, to 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 as described in our Theory of Change.

- Increased Personal Safety
- Increased engagement with Education, Employment and Training
- Improved Emotional Wellbeing
- Improved Physical Wellbeing
- Increased Social engagement

Strategic Goals

Strengthen Baca's holistic service for young forced migrants, continuing to inspire hope and shape futures

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

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

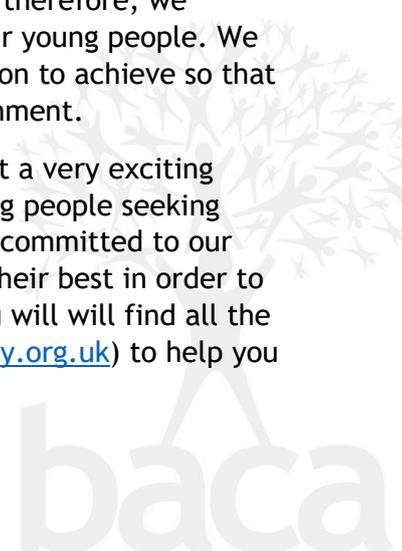
Thank you very much for your interest in this role at Baca. Baca's mission in seeking to inspire hope and holistic long term development for every young person we work with has been recognised by Local Authorities we work with as of the highest quality.

We consider it an absolute privilege to be able to walk with the incredible young people we support on a daily basis. We take heart from the several positive stories of transition from those young people who have moved into adulthood. We are encouraged by the incredible strides they have taken to establish their lives for and be 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 our young people. 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, at a very exciting time, who have a strong expertise in supporting unaccompanied young people seeking asylum, refuge and or are trafficked. 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 our website (www.bacacharity.org.uk) to help you complete your application. We wish you all the best!

Jimmy Zachariah
CEO



baca

JOB DESCRIPTION ART THERAPIST

Responsible to:	Team Leader
Location:	Baca office, Cambridge, England. The role may require regular travel across the country to deliver Baca's services.
Hours:	7.5 hours per week, including occasional evening and weekend hours
Contract:	Permanent
Salary Band:	£25000 - £28000 per annum pro rata depending on experience

Overall Purpose

To use non-verbal methods to enable young people who may struggle to communicate using English language to express their emotions and build inner resilience. The aim is to use creative methods such as art to enable young people to express, process their emotional wellbeing and strengthen their resilience for the long-term future.

Responsibilities

- Lead the delivery of Therapeutic service using creative means like art to enable young people to strengthen their resilience and emotional wellbeing.
- Assess the needs of the client by listening and providing guidance to support young people to manage their emotional health.
- Work creatively with young people, delivering therapeutic support through arts or other means (in 1 to 1 and in group sessions), ensuring a safe and secure environment.
- Encourage young people to explore their creations and think about its meaning to them.
- To work collaboratively with the rest of the rebuild team to ensure all young people are safeguarded and appropriately supported to strengthen their wellbeing.
- To work collaboratively with external professionals and or partners to deliver appropriate therapeutic support for the young people as necessary.
- Constructively challenge young people sensitively to support their development of good routines and habits that strengthen their resilience.
- Attend meetings and training as needed and share ideas, learning, expertise and good practice.
- To support the service delivery team with team reflection space and ideas for improving the wellbeing of the young people.
- Keep up to date with notes from sessions, maintain art therapy space, art materials and other administrative tasks.
- Contribute to team discussions referring young people to other therapists and health professionals.
- Receive support and discuss ideas in individual supervision with line manager.
- Attend regular professional supervisions with therapy supervisor.
- Keep up to date with developments in the profession by attending seminars, lectures, and workshops.

General

- 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.
- 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.
- Treat all staff and young people fairly and without prejudice, in line with Baca's Equality and Diversity policy
- 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
- Adhere to all Baca's policies and procedures.
- Ability to work flexible hours, including occasional evenings and weekends, in line with the needs of the team.

Personal Specification

Baca is looking for a qualified art therapist to join the organisation to provide therapeutic support for unaccompanied asylum-seeking young people, some of whom are victims of trafficking. The successful applicant will have a personal style that is in line with Baca's vision and values. Someone who is supportive, approachable, responsible, reliable and personable. They will be passionate about our work and be able to lead by example in building an empowering environment to enable each young person to be their best, being both a supportive leader and one that brings challenge where necessary. They will be organised, creative, practical, and be able to manage a varied and busy workload. They will be very approachable and enjoy working as part of a team and supporting others. They will be a great people person who can develop key external relationships and work well with the staff team, linking in with the culture of family that exists within the organisation. This is a frontline role that will need the successful applicant to be working closely with young people in their houses from time to time. The role will require the successful candidate to complete an enhanced DBS check. The ability to travel across the UK when required, is essential.



Competency Areas	Specification
Personal Attributes	<ul style="list-style-type: none"> • Alignment with Baca's Value to achieve our vision, mission and strategic goals, is essential. • Ability to respond to change at short notice is essential. • Able to work as part of a highly diverse group of people. • Able to work in partnership productively with teams internally and external stakeholders is essential • Able to be accountable, take responsibility and be willing to learn is essential. • Self-motivation and flexible attitude to work. • Proactive individual who is willing to take initiative in getting involved in a range of activities. • Ability to be lead with hope, patience, calmness and tenacity in very challenging circumstances is essential. • Ability to think critically and creatively to innovate solutions
Knowledge and Understanding	<ul style="list-style-type: none"> • A qualified art therapist registered with the Health & Care Professions Council (HCPC) and the British Association of Art Therapists (BAAT). • Knowledge of issues, challenges and strengths of unaccompanied asylum-seeking young people who may also be trafficked. • Have a genuine concern for and commitment to young asylum seekers/refugees, and unaccompanied young people in particular. • Knowledge of what motivates team and how to support them to achieve a common end goal is desirable. • Knowledge of safeguarding practices is desirable.
Experience	<ul style="list-style-type: none"> • Experience of leading teams. • Experience of coordinating tasks, people and activities is desirable. • Experience of working with unaccompanied asylum seeking and trafficked young people is desirable. • Experience of working with young people, on a 1-2-1 and group setting. • Experience working in multidisciplinary teams across multiple teams and across wide range of stakeholders • Experience of working with local authorities and statutory agencies is desirable. • Experience of working with vulnerable people from various cultures and nationalities.
Skills and Abilities	<ul style="list-style-type: none"> • Creativity to inspire young people to be creative and express themselves. • Excellent observation and listening skills • Able to understand the big picture and apply this to the details, communicating this with the wider team and stakeholders. • Ability to manage multiple tasks at any one-time, prioritising workload to meet competing deadlines. • Excellent verbal and written Communication skills

	<ul style="list-style-type: none"> • Excellent Team working skills • Excellent personal organisation and high attention to detail, working systematically to release staff team. • Capacity to empathise with people who may have difficulties in communicating where they are at. Ability to plan, promote and deliver sessions to a group of people. • Taking initiative and Problem-solving skills by analysing workable solutions is essential. • Good ICT skills for using Microsoft Office package. • Ability to manage budgets is desirable.
Other	<ul style="list-style-type: none"> • Ability to drive and having access to vehicle is essential • The successful applicant will be required to have an enhanced DBS check. • Adherence to all policies and procedure of the organisation.

How to Apply

You can apply electronically, by downloading and completing an application form from our website. Please return the completed application form, along with a CV to us by email or by post. Please ensure 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 ensure you complete the equal opportunities monitoring form. Completed applications should be returned to us by **9:00am on 30 May 2022**.

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

Completed electronic applications must be sent to: **recruitment@bacacharity.org.uk** ensuring you clearly identify in the email the post you are applying for.

Applications sent by post should be marked confidential and for the attention of:

Baca HR Department, The Baca Charity, Loughborough, LE11 5BX

Due to the high volume of applications received, we regret, we shall not be able to contact applicants who are not short-listed.

Interview Process

Interviews will take place on week commencing **6 June 2022**.

If you are successful, we will contact you as soon as possible after the closing date to let you know what the interview process will entail.

