



## Introducing Abianda

A B I A N D A

I set up Abianda in 2014 to change the way services are delivered to young women and girls who are affected by gangs. We have developed a unique model that is being used across England and in Europe. In 2016 Nesta and the Observer awarded us the [New Radicals award](#), because we are trailblazers who take a “different approach” (Observer, 2016) to delivering services to marginalised young women and girls.

Our vision is to create an innovative, independent and commercial organisation to improve young women’s lives. The Abianda team is committed and loyal to each other and to our shared values of social justice, equality and working shoulder to shoulder with young women and girls. Thanks to some recent grants, we are expanding and we are looking for brilliant people who share our values, to join the team.

Within three years Abianda will expand into five new London boroughs. We will deliver training to a national audience and we will be the lead voice in working with gang-affected young women and girls.

We need one special person to expand the successful commercial arm of the organisation, most likely in a full-time role. You will be responsible for trebling our unrestricted income over three years.

The team also needs a number of people to deliver our services to young women and girls, in fixed term, part time and freelance positions.

Please read further for details and how to apply, and drop me an email if you would like to arrange an informal conversation.

The Abianda model is delivered by people with a commitment to working together with young women. If you feel you can make a contribution in any way, I look forward to hearing from you and working together to improve the lives of many young women.

Abi Billinghamurst  
Founder and CEO  
[abi@abianda.com](mailto:abi@abianda.com)



**The Abianda principles:**

That young women are experts on their own lives.

That people affected by a problem are best placed to find the solutions.

That young women must participate in building solutions and influence the design and delivery of services.

If this is to happen traditional power hierarchies in service delivery must be overturned.

A fundamental belief in young women's innate strengths, resources and competence.

**Abianda people:**

Have a passion for social justice and equality.

Have compassion for young women and girls.

Are willing to relinquish power to service users and to work collaboratively with them.

Are reliable, loyal, respectful and responsive to young women and our organisation.

Are committed to Abianda's principles and our model of working with gang-affected young women and girls.

## **Role: Commercial Development Leader**

Part time or full time fixed term contract (flexible)

Salary: £40-45,000 per year (incentives negotiable)

Location: London with some home working possible

**This role** is critical to Abianda's future development. Your main objective is to grow the commercial arm of Abianda ensuring we become a self-sufficient organisation within 3 years.

Working closely with me on business development, you will need to meet our sales and income generation targets set out in our business plan for 2017-2020. In doing so you will need to promote and sell our training products to a broad client base in the UK while developing new training products and tools.

You will need to develop strategic relationships and secure sales of our training products across policing, youth and community, children's and adult social care, health, community safety. In addition you will need to administer our training contracts and coordinate delivery.

Finally, you will need to train service users to become paid Abianda Young Trainers.

Ideally you would have **skills and experiences** including:

- Operating commercial companies and enterprises in similar sectors
- Negotiating and delivering contracts in the public sector
- Confident and effective in operating at a senior level
- Experience in product development and innovative ideas in taking training products to market
- Coordinating and administering training contracts
- The patience and skills to work shoulder to shoulder with Abianda Young Trainers
- People management, mentoring and personal development for a small, growing team

We will **support** you with:

Training in the Abianda model, including clinical and managerial supervision

Working alongside Abianda young women so they (and you) benefit from each other's expertise;

New professional opportunities, incentives and responsibilities.

This role is for **women only**. It falls within the exemption criteria, Section 9 of the Equality Act 2010.

## **Roles: Young Women's Associate - The Star Project**

Freelance and full time fixed term contracts available

£25 per hour or up to £30,000 per year

Location: London, with potential travel across county lines

### **Introducing the Star Project**

The Star Project is our flagship service. We provide a structured programme and advocacy to young women so they can: increase their knowledge and skills to navigate risk; make the changes they want in their lives; and flourish despite the system wide barriers and inequalities they face.

These **roles** will deliver one-to-one and group work to high risk, high vulnerability gang-affected young women, aged 10 – 15 and 16 - 24, using the unique Abianda model of practice.

You will need to be skilled at engaging young women with complex needs and with a history of non-engagement. You will manage and respond to risk, disclosure, safeguarding and child protection issues in the unique context of gangs, while working as part of a multi-disciplinary team.

An organised team-player, you will need to maintain monitoring, evaluation and reporting requirements of the project, so that partner and funder questions are answered. You will need to prepare accurate project case files on time.

You will be expected to promote Abianda's services and support the engagement of young women and girls in our services. Your professionalism will reflect the reputation and integrity of the organisation, and your conduct in all responsibilities will uphold Abianda's policies and procedures.

Ideally you would have **some** of these **skills and experiences**:

- A JNC professional youth work qualification
- Two years experience of one-to-one and/or group work with young women and girls who have experienced violence against women and girls, mental ill-health, trauma and/or who perpetrate violence and crime
- Experience of advocating on behalf of young people and navigating statutory safeguarding and policing processes
- Excellent communication skills and the ability to support multi-disciplinary working, in service of young women and girls
- Brilliant organisational skills and experience of record keeping
- A pro-active nature and a willingness to 'go the extra mile'

We will **support** you with:

Training in the Abianda model and certification in Solution Focused Brief Therapy

Clinical and managerial supervision.

Understanding what stops young women accessing services and how to help them.

Understanding a 'contextualised safeguarding' (Firmin, 2016) approach.

This role is for **women only**. It falls within the exemption criteria, Section 9 of the Equality Act 2010.

**Next steps**

For an informal conversation about the role please email me: [abi@abianda.com](mailto:abi@abianda.com)

To apply, please download the application form and tell us how you meet the requirements of the role. You can see full details here: <http://abianda.com/we-are-recruiting/>

Return your completed application form to: [abi@abianda.com](mailto:abi@abianda.com)

Application deadline: 19<sup>th</sup> November 2017

Interviews: Week beginning 27<sup>th</sup> November 2017

Mandatory training: during December 2017 and January 2018