

Working with young women involved in county lines



A B I A N D A

Can you reach and engage young women who are involved in county lines and gangs?

Can you respectfully shoulder to shoulder with young women who have complex needs and experience of trauma and violence against women and girls?

Have you got what it takes to go the extra mile for young women and hold hope that life for them can be different?

Abianda is an award-winning social enterprise that works with young women and girls affected by gangs and county lines, and the professionals who work with them.

We are part of the MOPAC funded Rescue and Response project, working with 10-25 year olds affected by county lines across London. We work in partnership with St Giles Trust and Safer London.

We're looking for an experienced practitioner to deliver our one-to-one sessions to young women across the capital, and to deliver the rights-based advocacy to support young women facing criminal exploitation.

Your role will be to deliver one-to-one sessions and advocacy support to young women affected by gangs and county line activity – you will engage 24 young women per year. You will work with high risk, high vulnerability young women using Abianda's unique model of practice. You will work alongside Abianda Young Trainers to deliver training to professionals on an ad-hoc basis, disseminating practice knowledge and experience to a national audience.

Details of the role - Young Women's Associate, Rescue and Response

- Full-time fixed term contract at £28,000 per year
- Based in Canonbury N1. This role involves with significant travel across London to deliver one-to-one sessions, and on occasion travel outside the city.

What are we looking for?

- Experience of one-to-one and/or group work with young women and girls with complex needs and a history of non-engagement – perhaps you have worked with young women who have experienced violence against women and girls, mental ill-health, trauma and/or who perpetrate violence and crime
- Experience in responding to risk, safeguarding and child protection issues in the unique context of gangs
- Experience of advocating on behalf of young people and navigating statutory safeguarding and policing processes
- A proactive nature, a willingness to 'go the extra mile', and a curiosity to understand the lives and experiences of young women
- A willingness to take on Abianda's unique model of practice to support the engagement of young women
- Excellent communication skills and organisation skills, so that you can maintain accurate case files on time
- Open to travelling to different locations across London to meet and support young women
- A strong values match with our principles – we believe that:
 - Young women are experts on their own lives
 - People affected by a problem are best placed to find the solutions
 - 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
 - We have a fundamental belief in young women's innate strengths, resources and competence
- Ideally, you will have a JNC professional youth work qualification



Abianda is a not for profit company limited by guarantee. Registered company #: 08875988
Registered address: Unit 2K, Leroy House, 436 Essex Road, London, N1 3QP

What can we offer you?

- 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
- The opportunity to be part of a loyal and committed team, that will provide you with support and care so you can be at your best
- Professional development and access to all aspects of Abianda's work
- Opportunity to co-deliver services and training with young women who have used our services

Where can you find out more?

- Have a look at [our brochure](#)
 - An outline of our approach to working with young women affected by gangs and county lines, and how our beliefs inform our principles and practice
 - Evidence of the impact of our services, showing young women affected by gangs and county lines move towards their best hopes or desired outcomes through working with us, and grow their knowledge and resilience.
 - Details of our training and professional development offering
- Read more about [Rescue and Response](#)

How can you apply?

- Please [download an application form here](#) and complete as fully as you can detailing how you meet the responsibilities and requirements of the role
- Please download, read and sign [Abianda's privacy statement for employees, workers and contractors](#)
- Please download and complete [Abianda's Equal Opportunities Form](#) – this is optional and will play no part in our assessment of your application.
- Return your completed application form *and* signed privacy statement to hello@abianda.com by 23.59 on 04.09.2019

Please note

- Abianda is a **women's only employer**, and as such this position is exempt under Schedule 9 of the Equality Act 2010. We do not discriminate on the basis of age, race, religion, sexual orientation, marital status, disability or other protected characteristics.
- ***We are particularly interested in applicants from BAME groups for this role to support the growth of a diverse and inclusive team at Abianda.***
- We welcome applications from people from all walks of life, including those who may have had exposure to similar experiences that young women across London are facing.
- Applications that are submitted without a signed privacy statement will not be considered.
- We will not consider CVs. Please do not submit these with, or in place of, an application form.

Key dates

- **Application deadline:** 23:59, Wednesday 4 September
- **Interviews** will take place on 12 or 13 September – we may recall candidates for a second interview if necessary
- We would like candidates to start work mid-October, and to attend our 3-day training on 23-25 September if possible



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