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| Training Facilitator (Justice) **Job Description and Personal Specification** | |
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| **Job title:** | Gangs and Violence Reduction Training Lead (Justice) |
| **Place of work:** | National |
| **Hours of work:** | 38 hours per week |
| **Salary/Grade:** | Team Leader |
| **Reports to:** | Intervention Manager |
| **Level of screening:** | DBS |
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| Who we are | |

Catch22 exists to help build a society where everyone has a good place to live, good people around them, and a fulfilling purpose. [We call these our '3Ps'.](https://www.catch-22.org.uk/about/our-vision/)

We achieve this in two ways. First, we improve lives on the frontline through delivery of public services. Secondly, we use our knowledge to change 'the system', to fix the complex web that can trap and disempower those it was set up to help. With the heart of a charity and the mindset of a business, we are uniquely placed to deliver on this challenging agenda.

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| Where you fit in |
| The Gangs and Violence Reduction Training Lead is dedicated to creating and delivering bespoke training programs both internally within Catch 22 and externally to other organisations. Our mission is to equip service providers with the necessary skills and knowledge to effectively work with their client groups through a diverse range of training and intervention offerings.  Currently, our training portfolio includes CPD-certified courses such as Gang Awareness – Know the Signs and Understanding Violence in Young People. Additionally, we offer internally delivered programs like Level 2 Restorative Justice Facilitator, Restorative Practice, Mediation and Conflict Resolution, and Remand training.  As a Training Lead, you will be an integral part of this team, responsible for delivering our existing training programs and working to expand our offerings. A deep understanding of the Criminal Justice landscape and the needs of service users is essential to ensure that our training is of the highest quality. Experience in delivering training focused on gangs and exploitation is particularly desirable.  Beyond developing and delivering training, you will also oversee the financial management of the training programs, develop and implement communication and engagement strategies, and facilitate Gangs Reps groups, drop-in sessions, and additional group work.  You will collaborate closely with the central governance team to support internal training needs, ensuring that our internal staff are well-equipped to meet the demands of their role | |
| Main Duties & Accountabilities |

The hub has already developed and a range of CPD certified training offers which are delivered to both internal and external organisations. As a Training Lead, you will be responsible for leading the training multiple groups of practitioners, managing external communication and feedback. This training has been designed with accordance to our CPD membership and a quality assurance framework.

Duties include:

* **Stay Informed:** Keep up to date with developments in Violence Reduction services and youth violence, incorporating this knowledge into training.
* **Ensure Accessibility:** Design training that is relevant and accessible to a wide range of practitioners and grassroots organizations.
* **Monitor and Improve:** Continuously monitor training success, incorporating feedback to keep it dynamic and engaging.
* **Reporting:** Complete regular reports to evaluate training effectiveness, analyze feedback, and track financial progress.
* **Stakeholder Management:** Develop and manage relationships through a communication strategy to deliver training sessions.
* **Travel Requirements:** Be prepared for national travel as needed, including overnight stays.
* **Marketing and Promotion:** Promote training offers through blogs, articles, and multimedia content.
* **Training Delivery:** Conduct face-to-face and online training sessions, including group delivery and conferences.
* **Pipeline Development:** Grow and maintain external delivery opportunities through networking and ongoing communication with stakeholders. This is crucial as external training funds the role.
* **Cross-Hub Communication:** Ensure effective communication across hubs to support staff development and service needs.
* **Student Placement Support:** Manage student placements and liaise with the Academic Partnerships Lead.
* **Coordination:** Coordinate training delivery, including finances, logistics, and bespoke requirements.
* **CPD Liaison:** Work with CPD to ensure training meets professional standards.
* **Budget Management:** Oversee the training budget.
* **Bid Support:** Assist the Business Development Team with bids and proposals.

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| What does good look like for this role? |

To be successful as a Facilitator for the Consultancy and Short-Term Intervention Hub, you will need:

* **Qualifications and Experience:** Possess a relevant teaching or training qualification or have extensive practical experience in delivering training or interventions.
* **Creative Program Development:** Have a proven track record of developing innovative training programs that achieve successful outcomes.
* **Experience with At-Risk Groups:** Demonstrate experience working with individuals at risk of exploitation, understanding their unique needs and challenges.
* **Knowledge of Gang Culture and Violence:** Have a thorough understanding of the issues faced by those involved in gang culture or at risk of violence and be able to incorporate this knowledge into training.
* **Criminal Justice Background:** Bring experience from working in the Criminal Justice field, whether in a community or custodial setting.
* **Data Analysis and Reporting:** Be skilled in analysing data to create comprehensive monthly, quarterly, and yearly reports, identifying trends and areas for improvement.
* **Financial Management:** Have experience managing a financial budget, ensuring efficient use of resources and financial accountability

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| Organisational Relationships |
| This role will report to the Interventions Manager and involve close collaboration with other members of the Justice Hub. You will work alongside other hubs and Gangs Reps to create and deliver training programs that address the needs of services and drive innovation.In this position, you will be responsible for maintaining strong stakeholder engagements and working with external partners to ensure a consistent and effective delivery stream for the training programs. |
| Availability |
| This role has been advertised as a secondment role to take place from July 2025 to August 2026. |

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| Job Title: Person Specification | | | |
| **COMPETENCY** | **ESSENTIAL** | **DESIRABLE** | **ASSESSMENT** |
| **QUALIFICATIONS** | A relevant teaching or training qualification, or extensive practical experience in delivering training or interventions. |  | Application |
| **KNOWLEDGE** | Thorough understanding of Violence Reduction services, including Gangs and Exploitation, and their relationship with youth violence.  Familiarity with the issues faced by individuals involved in gang culture or at risk of violence. | In-depth knowledge of the Criminal Justice landscape, including community and custodial settings. | Application/Interview |
| **EXPERIENCE** | Proven track record of developing and delivering creative training programs that achieve successful outcomes.  Experience working with individuals at risk of exploitation.  Experience in managing stakeholder relationships and working with external partners. | Experience in analysing data to create comprehensive reports and identify trends.  Financial management experience, including budget oversight. | Application/Interview |
| **SKILLS & ABILITIES** | Strong communication and interpersonal skills, with the ability to engage and inspire a diverse audience.  Excellent organisational and time management skills, with the ability to coordinate multiple training sessions and manage logistics.  Ability to travel nationally as needed, including overnight stays. | Proficiency in marketing and promoting training programs through various channels, including blogs, articles, and multimedia content.  Competence in using data analysis tools to evaluate training effectiveness and identify areas for improvement. | Application/Interview |
| **OTHER** | Ability to work collaboratively with other hubs and Gangs Reps to drive innovation and respond to service needs.  Flexibility and adaptability to meet the evolving demands of the role.  Strong ethical standards and a commitment to upholding the values of the organization. | Commitment to continuous professional development and staying informed about the latest developments in Violence Reduction services. | Application/Interview |