



Director Cymru

Location: Home-based (with travel in England and Wales as required)

Permanent contract

Salary: £42,000 FTE (3 days per week)

Reports to: CEO

Our vision is for all children to grow up in supportive communities safe from bullying and harm. Our mission is to provide practical support, training, and advice to challenge bullying and protect young lives.

Context of the role

This is an exciting opportunity to join Kidscape to lead on the development of our provision in Wales. As a senior leader within the organisation, the Director Cymru will work closely with our CEO, Director of Operations and Head of Finance to ensure we develop and continue to deliver a high quality service, build strategic networks and support our fundraising strategy.

As an organisation, we are proud of our pioneering bullying prevention work whether through our ZAP and RISE workshops, Parent Advice Line or our Award-winning schools training programmes. We know our work is effective and has a significant positive impact on the lives of young people and families we support. You will play a key role in promoting our work and increasing our reach to meet the needs of children, young people and families in Wales.

Kidscape is committed to ensuring that our services are accessible to any child or young person experiencing bullying across England and Wales.

Job description

Work with the CEO in leading the development and delivery of our programmes and services that align with our vision, mission and strategic goals, in Wales.

Key Responsibilities:

Lead on Development and Delivery in Wales

- Represent Kidscape at national and regional boards and steering groups applicable to our work
- Chair the Anti Bullying Alliance Wales Group
- Raise awareness of Kidscape's programmes and services, to build our reputation at a national level
- Grow our network of schools, providers, community bodies and professionals
- Ensure we meet the requirements of contracts and funding in Wales

Contribute to business growth in Wales

- Work with the SLT to strengthen the strategy for our work in Wales
- Support bid writing and commissioning processes as opportunities arise
- Seek out new partnerships and collaborations to promote our cause
- Support the Communications Manager with the marketing of our programmes
- Support the Head of Income Generation and Partnerships to develop corporate sponsorship

Manage Volunteering in Wales

- Oversee the recruitment, training and management of volunteers in line with the volunteer strategy
- Lead on Safeguarding practices for volunteers

Coordinate Delivery of Training and Workshops in Wales

- Coordinate recruitment, induction and support of our associate trainers
- Lead on Safeguarding and DBS arrangements for our associate trainers
- Coordinate the development of programmes, services and resources

Direct evaluation and impact in Wales

- Coordinate the evaluation and impact data, utilising the systems and processes in support of the Kidscape programmes (e.g. application and evaluation processes)

General Responsibilities

- Represent Wales at Kidscape team meetings; input to the ongoing Kidscape strategy and operational plans including reporting to Kidscape's Board of Trustees
- Represent and be an ambassador for Kidscape
- Work to support the vision, mission and values of Kidscape
- Be flexible and carry out other associated duties that may be assigned in line with the broad remit of the position
- Support and promote diversity and equality of opportunity in the charity
- Work collaboratively with others in all aspects of our work
- Ensure the accurate and up to date keeping of records, paper and electronic as required by Kidscape, legislation, GDPR and other external funding contracts.

Person Specification

Criteria Required	Essential	Desirable
Skills and Abilities	<ul style="list-style-type: none"> • Ability to develop and deliver project plans, ensuring objectives and timescales are met. • Ability to manage and motivate staff, associates and volunteers • Strong understanding of the issues and challenges that arise when working with associates and volunteers. • Strong awareness of equality and diversity and ability to translate to effective action. • Excellent written and verbal communication skills, including the ability to network effectively. • Good planning and organisational skills and ability to manage multiple priorities to successful conclusions. • Ability to work on own initiative to find creative solutions to problems. 	<ul style="list-style-type: none"> • Skills in contract management • Ability to write business plans, funding proposals and grant applications. • Skills in youth work or child-centred practice • Ability to speak Welsh language
Experience	<ul style="list-style-type: none"> • Experience of programme management; ideally within a child or youth setting. • Experience of developing and delivering systems and processes to support programme delivery. • Relevant, recent and substantial experience of coordinating support, advice and training to the children’s workforce • Evaluating and improving services through impact measurement • Management of Freelance associates and volunteers with a good working knowledge of HR Processes • Developing partnerships and managing contracts with external providers • Experience of promoting charity programmes and building networks either at a national or regional level. • Experience of people management and coaching 	<ul style="list-style-type: none"> • Experience of maintaining relationships with funders • Partnerships and collaborative practice • Planning, costing services and delivery within budget • Experience of Welsh Language provision and requirements to deliver bilingual services.

	<ul style="list-style-type: none"> • Experience of setting up projects in a target driven environment • Facilitation, training and public speaking 	
Knowledge	<ul style="list-style-type: none"> • Knowledge of safeguarding and working with children and young people. • Knowledge of effective monitoring and evaluation processes • Knowledge of current staff, associate, and volunteer management best practice 	<ul style="list-style-type: none"> • Knowledge of bullying prevention
Education/Training Qualifications	<ul style="list-style-type: none"> • A degree level qualification in education, youth or social work or equivalent award 	<ul style="list-style-type: none"> • Welsh Speaking Qualification

This job description does not form part of your contract of employment and can be amended from time to time as the needs of the organisation require.

The role may require other ad hoc duties and responsibilities as required.

Kidscape is committed to creating a diverse and inclusive workforce. Our team of people are passionate about challenging bullying and protecting young lives. If we are to grow, learn and reach the children and families that need us most, we must represent the broad communities we serve. We welcome and encourage diversity of background, culture, education, ethnicity, race, religion, disability or neurodiversity, sexual orientation, gender identity and expression, age and languages spoken.

We are a family-friendly employer, support flexible working, and promote staff health, wellbeing, and personal development.