

WHATEVER

WIT

IT TAKES

**WIT DEVELOPMENT
OFFICER**

Job Pack

WIT's mission

WHATEVER IT TAKES will break the destructive cycle of children and young people committing crimes so that, instead, they make a positive contribution to our society and build better lives for themselves.

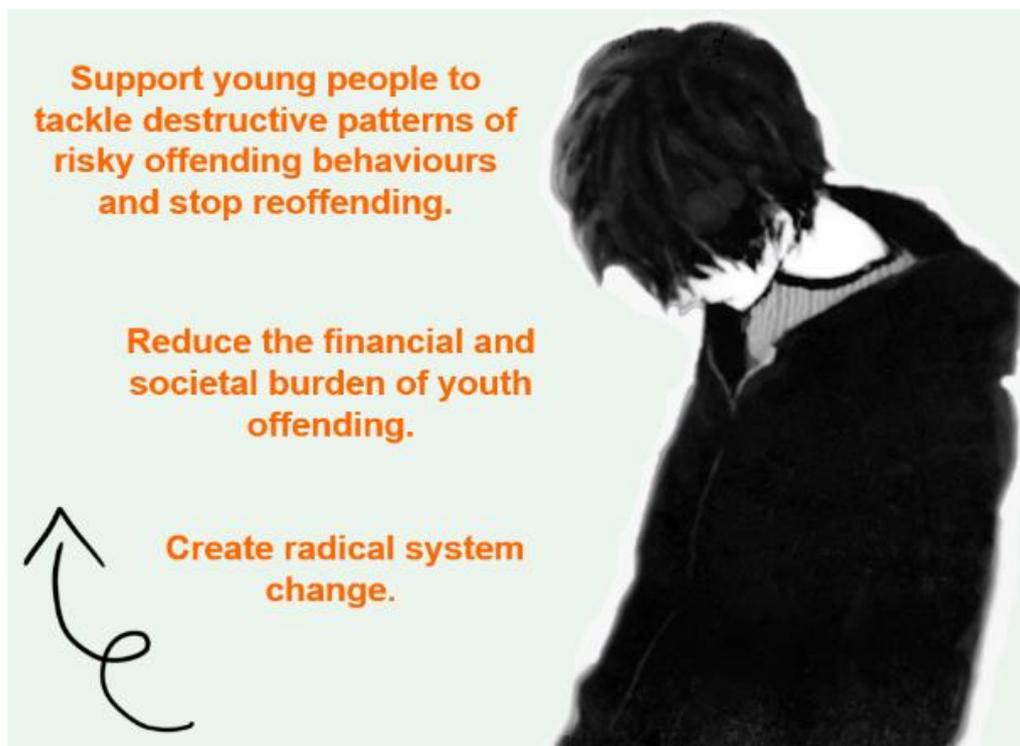
Behind the headlines about gang violence, knife crime or “county lines” drug running, it is becoming clear that the existing system for tackling the rise in such offences is inadequate, expensive and ineffective.

More than two thirds – 69.3% of children released from custody in 2018 went on to reoffend in the following 12 months, a 4.7% increase over the last ten years. The price for this failure is paid not only by these young people themselves and the taxpayer, but by everyone who depends on over-stretched public services, who wants a stronger sense of community, or who suffers the pain, heartbreak, misery and fear of being a victim of crime.

Although there are lots of great professionals within Youth Offending Services, too often the system lacks focus and impact. The solution has to be more than merely expanding current capacity or repeating pleas for the existing piecemeal provision to be more “joined up”.

Whatever It Takes (WIT) has been founded by four of the UK's leading innovators in social policy, all of whom have an exceptional track record of turning an initial concept into concrete change. It offers a radical blueprint for challenging the way services are designed and delivered that will produce dramatically improved outcomes at significantly lower costs.

In contrast with the £76,000 spent each year on keeping someone in a Young Offenders' Institute or the £210,000 annual bill for each place in a Secure Children's Home, participation in **WIT will cost just £17,000 a year.**

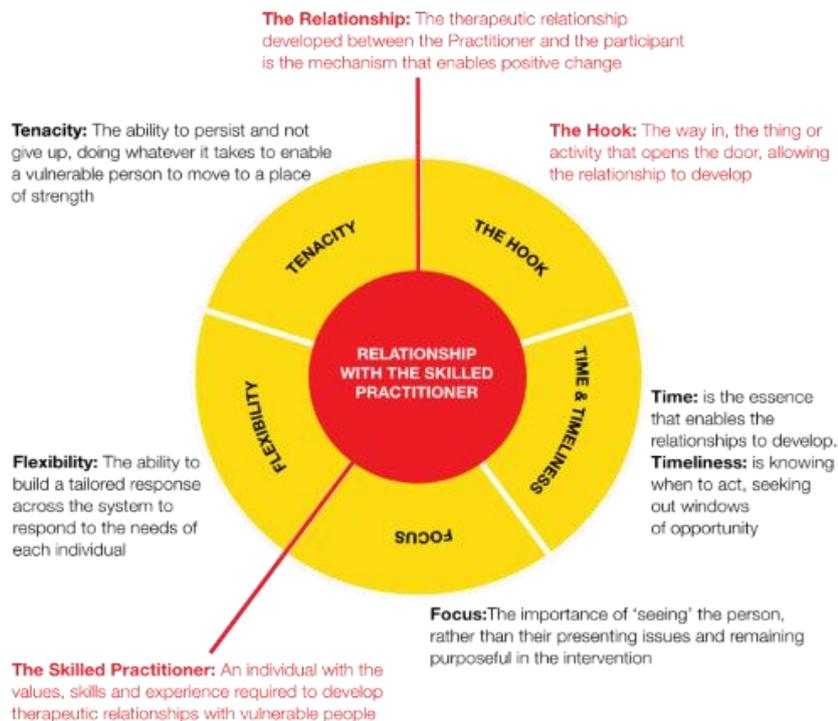


Support young people to tackle destructive patterns of risky offending behaviours and stop reoffending.

Reduce the financial and societal burden of youth offending.

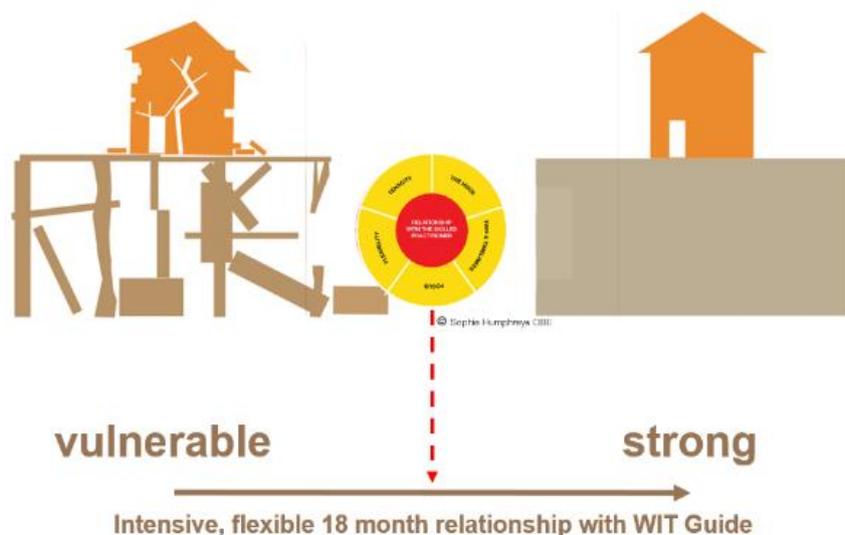
Create radical system change.

The Breaking Cycles Model drives everything at WIT. Inspired by the success of Pause, a charity where intensive therapeutic relationships with vulnerable women at risk of having multiple children taken into care, not only changed lives for the better but also saved local authorities millions of pounds.



The Breaking Cycles Model © Sophie Humphreys OBE

At the heart of WIT's approach will be the relationship the child or young person has with a "Guide." Recruited from the very best professionals in teaching, social work, police, health and youth offending, these Guides will neither be limited by shortage of time nor hampered by unnecessary bureaucracy as they do "whatever it takes" to build trust and find a connection that can bring change.



Participants will typically spend about 18 months with WIT during which time they are expected to have improved literacy, numeracy and communications skills. These are the stable, strengthened foundations on which they can build a future that benefits both them and society.

Our progress to date

WIT has begun its journey, making excellent progress in the first stages of development and growth:

- Developed the practice model proposition, based on the Breaking Cycles ingredients, that has been so successful at Pause
- Raised significant philanthropic funding
- Successfully mobilised our first pilot team in Kingston & Richmond in just 4 months and secured 2 further pilot locations in Southwark and Greenwich which will launch in Spring this year
- Good progress on developing a WIT Central Team and organisational infrastructure to support WIT Teams

Who we are

WHATEVER IT TAKES has been founded by four of the UK's leading thinkers and innovators in education and social policy, all of whom have an exceptional track record of turning a concept into concrete change. The founders have been joined by an experienced senior management team.

Sophie Humphreys OBE, Chair of the Board of Trustees and co-founder: child protection expert and the founder of Pause, a national charity that has saved millions of pounds by preventing more children being taken into care and has enabled vulnerable women to take control of their lives. Pause has grown to work across 30 local authorities in the UK. She is the creator of the Breaking Cycles Model for public service provision which shows how entrenched patterns of harm can be changed for good.

Michael Steel, Chief Executive of WIT: prior to joining WIT, Michael founded and was Chief Exec. of a healthcare organisation that provides urgent treatment centres to support busy NHS A&E departments across London. With a reputation for high quality services, the organisation grew rapidly to 11 centres treating more than 750,000 patients per year. Before that, Michael worked in strategy consulting with Booz Allen & Hamilton and founded and grew a spin off consulting firm with 3 colleagues. Michael has an MBA from INSEAD and a master's degree in Economics from Oxford University.

Rebecca Cramer, Trustee and co-founder : Director of Education at Reach Academy Feltham, an all-through school in Hounslow which she set up with other teachers in 2012. Its complex intake prioritises children from poorer backgrounds and includes those who have been excluded from previous schools.

Josh MacAlister, Trustee and co-founder: the founder and chief executive of Frontline, a charity that has brought more than 1,400 people into social work and made the profession one of the most sought-after careers with 10 applicants for every place on the programme.

Michael Clark, Trustee and co-founder: the deputy chief executive of Ark which runs a network of 37 schools across the UK and now supports a range of other social enterprise ventures designed to improve education systems or children's lives. He has been responsible for Ark's growth and raising more than £100m over the past eight years.

WIT Development Officer

THE ROLE

This is an opportunity for an ambitious, enterprising and motivated graduate who can demonstrate genuine aptitude for business management and development either through a relevant degree subject or work experience. It is a role designed for 2020 graduates who are currently unemployed, motivated to try new things and contribute ideas. You relish the opportunities of a start-up environment and working with passionate and determined colleagues, focussed on making WIT a success and delivering maximum support to young people.

The WIT Development Officer will work closely with all members of the WIT Central Team to ensure the effective delivery of WIT's mission and pilot programmes, build the central WIT organisation and help embed a culture that will enable the achievement of our vision. During your time at Whatever It Takes, you'll have the opportunity to engage with a broad range of activities to gain all-round experience, contributing to strategy and execution of communications, HR, fundraising, planning and organisational development. You'll also get the chance to do more specialised work in areas such as recruitment, pilot WIT Team support or organisational development and administration.

Pilot Delivery Support:

- Support mobilisation of four further pilots
- Evaluate learnings from first pilot to ensure we make the best decisions for children and young people
- Work on the integration and involvement of children and young people's voice

Recruitment:

- Establish and deliver campaigns guaranteed to result in the hiring of outstanding individuals
- Ensuring Equality and Diversity in all recruitment processes
- Creation of supporting content and resources

Organisational Development:

- Developing financial plan to go alongside WIT's 3-year strategy
- Building relationships with other organisations within the youth criminal justice system space

We want to emphasise that this is a development role, designed to give you opportunities to learn on the job, and develop your skills in a variety of areas. It will provide you with fantastic hands-on experience of business management and the not-for-profit sector.

PERSON SPECIFICATION

Beliefs and alignment:

- The belief that all people and systems are capable of change with the right support
- An alignment to a culture of continuous development, both personally and as an organisation
- A preparedness to challenge the status-quo and be positively disruptive in the pursuit of better outcomes
- Commitment to equality, diversity and inclusion

Experience, knowledge and skills:

- Experience of business management and development through academic undertakings and/or previous work
- Ability to think innovatively, seeing the challenge and ambiguity involved in ambitious projects as opportunity
- A willingness and enthusiasm to learn and put challenging ideas into practice
- A proven record of building effective relationships, in person and remotely
- The self-confidence and self-awareness required to support colleagues, while also listening and responding positively to feedback
- Ability to manage multiple projects at any one time, prioritising and re-prioritising continuously

WIT recognises the destructive cycle of children and young people committing crimes disproportionately impacts BAME communities. Therefore, we are especially interested in hearing from applicants who are Black, Asian or from a minority ethnic background for all WIT roles to help us ensure our delivery reflects the lives of the children and young people we are seeking to support.

Requirements

- Unemployed 2020 graduate
- Right to work in the UK
- Available to work immediately

Contract: 6 month fixed-term contract with the intention of becoming permanent

Salary: £21,000 (London Living Wage)

Closing date: 11.59pm, Friday 22nd January 2021

Location: London-based with some homeworking

Interviews: w/c 25th January 2021

Start date: Immediate

If this role excites you, get in touch with ella.armstrong@whateverittakesuk.com to discuss further and visit www.whateverittakesuk.com for more information.

To apply: Please send a CV and covering letter to ella.armstrong@whateverittakesuk.com