

Dear Applicant

**Youth Engagement Lead, Friction Arts, permanent contract 3 days/week,
£29K-£32k pro rata**

Thank you for your interest in the Youth Engagement Lead opportunity with Friction Arts.

Please find enclosed:

- *An overview of the company and the role*
- *A job description & person specification*
- *Our Recruitment process & timeline*

Further information about the company and our work can be found on our website at www.frictionarts.com

The deadline for application is **Thursday 23rd May 2024, midday**. We will aim to notify candidates as to whether they have been shortlisted by Monday 27th May 2024.

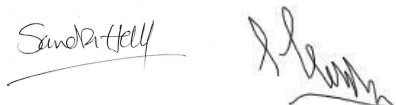
To apply please send your CV and covering letter to manon@frictionarts.com by the deadline of Thursday 23rd May 2024 midday.

Interviews will be held in the week starting 3rd June. ***Please allow 3 hours for the interview process.*** Reasonable travel expenses will be reimbursed on production of receipts.

If you'd like further information you can email manon@frictionarts.com or for an informal chat telephone us on 07511 482528

We very much hope that you find the enclosed details interesting and that this position is the right opportunity for you.

Yours faithfully

Two handwritten signatures in black ink. The first signature on the left is "Sandra Hall" and the second signature on the right is "Lee Griffiths". Both are written in a cursive, flowing style.

Sandra Hall, Lee Griffiths, Creative Directors of Friction Arts.



Youth Engagement Lead

An exciting opportunity to work with Friction Team to support existing Highgate Youth Provision, and develop outreach work with our local partners. This will lead to initiating an open access youth offer at the Edge in 2025, following completion of our refurbishment programme.

This post is in line with agreed JNC terms and conditions.

- **Application closing date Thursday 23rd May Midday**
- **Interviews to be held week starting 3rd June**

Contract period	Permanent following 3 month probationary period
Place of work	Highgate Area, The Edge, with some opportunity for home working
Hours	Flexible working hours approximately 3 days per week. We do not operate overtime, instead a TOIL system is in place.
Salary	Depending on experience, in the range of £29,000 to £32,000 pro rata
FTE Holiday	28 Days including Bank Holidays
Benefits	Mobile phone, laptop, pension administered via NEST, training, advice and mentoring
Responsible to	CEO Friction Arts
Responsible for	No direct line management initially. Shared responsibility with Projects Manager for sessional Youth Workers/ Support Artists/ Volunteers
Job Purpose:	<p>To enable young people from diverse backgrounds to broaden their opportunities, realise their aspirations, improve their well-being and achieve their creative potential.</p> <p>You will be working with the Friction team to deliver a bespoke programme, activities and support at and from The Edge, our HQ. Initially this will involve leading outreach work with our partner organisations in Highgate Cultural Action Area</p>
Required:	<p>DBS check: you are working directly with young people.</p> <p>Our recruitment checks, induction and ongoing support and supervision reflect our commitment to safeguarding young people.</p> <p>Minimum JNC 3 and at least 2 years Youth Worker experience</p>

Your role is essential in supporting Youth activities leading to initiating new open access evenings at our reopened Edge, fully integrated with all existing creative projects and activities run by Friction

Responsibilities:

- Working directly with young people to develop their social education and creative voice by providing and leading programmes of activities, services and facilities
- Establishing contact with and guiding young people as part of local programmes
- Supporting and empowering Young People to have their voices and stories heard
- Connect with young arts audiences, the wider community, creative and cultural programmes locally
- Providing advice and support to local community groups and agencies
- Working with the Friction Team and other agencies to develop services
- Assisting in the motivation, retention, developing and support of staff and volunteers
- Contributing to service development by planning, delivering and monitoring of provision
- Implementing equal opportunities, safeguarding and all relevant Friction policies, including completion of risk assessment for all activities
- Establishing and maintaining relationships with young people and community groups
- Maintaining quality of service provision including giving directions to other workers
- Following completion of probation, first line management responsibility for workers and volunteers, including recruiting, developing and initial disciplining of staff
- Initiating and monitoring developments of services, particularly with other agencies
- Monitor and map with Projects Manager to ensure we meet funders expectations
- Performing and ensuring the discharge of administrative duties (including budget control, records keeping, safeguarding and health and safety).
- Supporting management and development of Friction Youth Offer

Skills

- Empathy for and understanding of the needs of young people
- An understanding of Safeguarding and Health and Safety policies and practices in the workplace
- Ability to understand and communicate the needs of young people to a range of stakeholders
- Excellent written and verbal communication
- Excellent time management and strong organisation skills
- Capable of developing, maintaining and reviewing administration systems to achieve maximum efficiency
- Discretion, judgement, and experience of dealing with sensitive information

Terms and conditions in line with [JNC Agreement Youth and Community Support Worker](#) - employees who have operational youth work responsibility for local youth club or project, or who carry project-wide responsibility for an area of curriculum of service development.



About Friction

We are a small, yet highly respected community arts organisation, an ACE NPO, and a grass-roots multidisciplinary artist-led connective, working locally and internationally. Our vision is a world where creativity and equity flourish.

Friction believe:-

- that art should be at the centre of everyday life
- that everyone should get the chance to enjoy art and the making of art
- that art is a powerful tool for personal and societal change
- that inequality and climate change are the most important issues facing us today

We have a 30-year history of making art for social and cultural change, celebration, and joy. We do this by creating bespoke, responsive, creative projects for a range of diverse people across all ages and demographics. We are a small, Band 1 Arts Council England National Portfolio Organisation. In 2021 we were shortlisted to the final 10 organisations for the Gulbenkian Foundation's 1st UK Civic Arts Award.

We own our building, 'the Edge' in Deritend, Birmingham, between the gentrified creative quarter of Digbeth and low-income Highgate. Originally built as a boiled sweet warehouse in the 1920s, it's been inhabited for industrial use, until we took over running the space in 2007. It's our office, our studio and an event space and venue for a range of artistic and community uses.

The Edge is having an extensive refurbishment and will be closed until Early 2025. Until that time we will have an office at Moseley Exchange and continue to operate as usual in the Deritend/Highgate Community, across Birmingham and internationally.

About the Role

This is a new position we have created as our projects and company continue to grow. Working closely with the board and Management Team, you will be responsible for the delivery of our 'Youth offer'. We have a broad portfolio of responsive work currently, which shifts and changes at our communities' requests, and our artists' inspiration. Examples of current and previous projects can be found on our website. Each project has their own team of artists, support staff and management structure. We already have an established weekly 'Art Club', 'Multicultural Music Making' team and 'CREATE', our Youth panel. You will be working with our Art Club team and with CREATE to make sure all activities are steered and led by young people.

Your responsibility will be in supporting successful delivery of our socially-engaged, youth-centred programme of creative work with Young People locally. It is an exciting time for Friction in developing our venue and working with local organisations ready to expand our youth offer to include open access activity in our newly refurbished Edge building. We are already working closely with other members of Highgate Cultural Action Area.

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