



# Branch Manager Application Pack



Kick London, a company limited by guarantee, registered in England and Wales no.48315  
and a registered charity no.1100072

## KICK'S MISSION

At KICK, we are motivated to respond to a sense of hopelessness in many young people today as 1/3 of young people aged 15 identify with a mental health condition, 2million grow up without a father at home, many are disconnected from local communities with 95% now not attending church. We aspire to see a generation of young people who will reach their God given potential; where communities have been socially impacted; and where spiritual change has transformed a nation. Our mission is to **transform young people's lives, with God's love, through sport and support**. We do this through values-driven physical education, street dance, mentoring, chaplaincy in schools and community KICK Academies to impact a sense of hopelessness and give them a hope for the future and a joy in the present.

KICK work in Infant, Primary, Secondary, Pupil Referral Units, Private and Special Schools to deliver the following services with Christian values embedded throughout every session:

- PE National Curriculum
- Transformational Street Dance
- Solutions Focused Mentoring
- Schools based Chaplaincy

In all that we do we seek to live out our values to encourage young people to be *aspirational*, to be *compassionate* in all circumstances, to deliver *excellent* quality sessions, and to be *intentional* in building relationships and sharing the gospel with young people every day and to show *integrity* in our decision making at all times. KICK are currently working with over 60 schools and have established 24 KICK Academies. Our staff team has more than doubled over the last 2 years with KICK now employing over 60 staff. As an organisation we are engaging with over 12,500 young people every week and come closer to achieving our mission as we reach more and more young people.

## KICK APPLICATION PROCESS

Please send your CV and covering letter to our Office Manager – [beccilee@kick.org.uk](mailto:beccilee@kick.org.uk)

Your covering letter should include the following areas and should clearly show how your skills and experience meet the requirements for this post.

**Aspirational - We believe in being aspirational towards our young people and in all that we do.**

How are your skills and experience relevant to this post?

**Compassionate – We believe in showing compassion to every young person we engage with.**

Please tell us about your experiences as a Christian and how you have showed compassion within interactions with children, colleagues and key partners.

**Excellence – We believe in thriving for excellence in every area of our work and learning.**

Please tell us about your previous experience where you have shown excellence in your approach and execution of projects.

**Intentional Relationships – We believe in taking opportunities and making intentional relationships with both young people and partners of KICK.**

How are you suited to serving and developing the work of KICK?

**Integrity – We strive to be a people of integrity in our actions and all our decision making.**

What makes you stand out from others to make us bring you in for interview?

*If you do have any questions, please connect [beccilee@kick.org.uk](mailto:beccilee@kick.org.uk)*

## KICK JOB DESCRIPTION

**Title:** Branch Manager  
**Based in:** Midlands  
**Hours of work:** Full-Time  
**Line Manager:** Director of Regional Development

### Role Purpose:

To pioneer KICK's arrival and expansion into new regions to grow and develop KICK's work within a new region. The Branch Manager will champion excellent relationship management of schools, church-based KICK Academies and key partners to build the work of KICK. The Branch Manager will be adaptable to promote KICK's services to new schools and churches; and have the initiative and attitude to drive various tasks delegated to them. The Branch Manager will be responsible for line managing a team of coaches and be passionate about their learning and organisations development. The Branch Manager will lead by example in delivery of KICK services whether this be coaching, mentoring or chaplaincy within a school environment. The Branch Manager will set tone for high standards to other coaches and will have the ability and skills to deliver KICK services. The Branch Manager will communicate well with children and young people and be passionate about our mission, *to transform young people's lives with Gods love through sport and support.*

### Key Responsibilities and Accountabilities:

#### Partnerships & Business Development

- Pitching to pioneer KICK's services to Schools, Churches and Community Groups when required.
- Developing partnerships with local Church ministries, agencies or relevant organisations.

#### Relationship Management & Operations

- Line Management of a team of coaches and responsible for their learning and development.
- Embody our KICK values and drive our staff to uphold behaviours of outstanding practise.
- Relationship management of local schools ensuring quality service delivery is taking place.
- Liaison and support for local Church KICK Academies within the local area.

#### Delivery of KICK services

- Establish and run quality sessions in schools.
- Have the ability to assess the performance of the children and the young people in line with the schools policy, procedures and needs.
- To be a role model to young people in terms of Sports skills, fitness, spiritual leadership and pastoral care.
- To develop skills and qualifications in sports coaching and Christian ministry, to maximise the effectiveness of KICK.
- To run values-based assemblies where requested.

## Person Specification:

### General Characteristics

- A committed Christian, in line with KICK's Christian ethos
- A satisfactory enhanced DBS Disclosure
- Awareness of personal capability and effectiveness and the need for self-improvement.
- A willingness to travel to different locations where needed.
- As coaches are role models to the children and young people with whom we work, we expect coaches to be of good character and have a positive and affirming attitude.
- Desire to actively support, promote and encourage KICK's Christian ethos and values.
- Passionate to see young people and staff progress and achieve their full potential.

### Proven Experience

- Proven experience of working with young people and helping them develop and progress.
- Experience of leading sports provision or mentoring.
- Experience of leadership and management.
- Experience of working in education with young people.
- Experience of successfully helping colleagues, improve the quality of their practise.
- Understanding of Safeguarding and Health and Safety Practices.
- Full knowledge of Ofsted standards.

### Skills and Abilities

- Ability to lead and manage others to embody KICK's values with their Christian ethos at their heart.
- Ability to lead and manage others to high standards in teaching and learning.
- Ability to deliver positive outcomes for young people.
- Ability to relate well to and communicate persuasively with stakeholders at all levels within schools, churches and community-based groups.
- Flexible to accommodate changing priorities and process.