



Director of Regional Development 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 90 schools and have established 24 KICK Academies. Our staff team has more than doubled over the last 2 years with KICK now employing over 70 staff. As an organisation we are engaging with over 17,000 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

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 contact beccilee@kick.org.uk

KICK JOB DESCRIPTION

Title: Director of Regional Development
Based in: Midlands OR East of England
Hours of work: Full-Time
Line Manager: Chief Executive Officer

Role Purpose:

To grow KICK's work across schools, churches and communities across the country, focused on, but not limited to a specific Region, in order to see our vision for a generation of young people within a generation of time realised. The Director of Regional Development will pioneer into new areas and manage branch managers and contribute to the strategic and spiritual direction of the charity. The role would have an eye on operational management to ensure that our service is delivered with excellence to our key stakeholders in schools, local churches and community partners as we deliver our mission to transform lives. This role will have oversight to ensure delivery of values driven sports coaching, mentoring and chaplaincy to learners.

Key Responsibilities and Accountabilities:

Partnerships & Business Development

- Pitching to pioneer KICK's services to Schools, Churches and Community Groups.
- Growing the KICK brand into new regions of the UK.
- Developing partnerships with regional and local Church ministries.
- Seek to live out our values in interactions with young people across the schools we deliver services.
- Co-ordinating with new churches to train them to set up and run new KICK Academies.
- Working closely with KICK's Fundraising Manager to identify new fundraising streams in new locations.
- Collaborating with other Managers at KICK to innovate quality practise across KICK and raise standards in our services.

Relationship Management & Operations

- Full line management of new branch managers - responsible for team performance.
- Liaise with local schools to ensure practise is of a high standard, schedule coaches timetables and arrange cover from sessional pool where necessary.
- Embody our values and drive our staff to uphold behaviours of outstanding practise.
- Liaison with Church partnerships to grow KICK Academies and expand our work.
- Full engagement with KICK All Staff Development Days.

Management of Coaching & Mentoring

- Pioneering new delivery of coaching and mentoring with a KICK values in schools.
- Working with coaches to ensure that they manage distance travelled assessment to demonstrate progress and prove impact.
- Committed to development of practise and learning new sports.

Person Specification:

Proven Experience

- Proven experience of working with young people and helping them develop and progress.
- Experience of leadership and management.
- Experience of working in Schools with young people
- Experience of change management.
- Experience of successfully helping colleagues, improve the quality of their practise.
- 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 relationship manage business with varied stakeholders.
- Ability to lead and manage others to high standards in teaching and learning.
- Ability to relate well to and communicate persuasively with stakeholders at all levels within schools, churches and community-based groups.
- Ability to deliver positive outcomes to agreed targets.
- Ability to show an understanding of alternative education approaches and the impact these can make in education for learners.
- Ability to drive a car
- Qualified Teacher Status (desired)

Personal Qualities

- Desire to actively support, promote and encourage KICK's Christian ethos and values.
- Desire to see our vision to reach a generation of young people within a generation of time realised.
- Able to take the initiative and be a self-starter.
- Passionate to see young people and staff progress and achieve their full potential.
- Collaborative worker who can manage stakeholder communications effectively.
- Clear Enhanced DBS.
- Resilient towards changes and challenging conversations with external stakeholders.
- Flexible to accommodate changing priorities and process.