



Initial Support Lead

Hours: Full time (37.5 hours)

Salary: £26,500 - £28,000 (based on experience)

Location: Derby & Derbyshire

Contract: 2 years (with the potential for extension)

Are you passionate about ensuring victims of modern slavery receive the care and support they are entitled to and deserve?

Are you looking for an innovative opportunity to assist in shaping support for victims of modern slavery in Derby & Derbyshire?

Have you got skills and experience in delivering trauma informed and person-centred support?

We are currently recruiting an **Initial Support Lead** to work across Derbyshire to raise the profile of slavery and trafficking, with a particular focus on adult exploitation. The role will work in developing the current and future service delivery under the supervision of our Support Delivery Manager.

Rebuild East Midlands

Rebuild East Midlands exists to support individuals who have experienced human trafficking and modern slavery to overcome the barriers that they might face in starting a new life, free from exploitation and slavery.

Rebuild East Midlands's organisation values are at the core of all that we do. The successful applicant will be an individual who shares these values with us:

- We are future focussed.
- We are consistent.
- We focus on the individual.
- We are flexible.
- We promote empowerment.

Role responsibilities

As the Initial Support Lead, you will:

- work innovatively to shape the concept of an Initial Support Pathway, with a view to assisting agencies in identifying, safeguarding, and supporting potential adult victims. This may require the delivery of awareness raising sessions, whilst also working closely with First Responders to tactically advise in a manner that secures the best outcome for victims.
- lead on the provision of direct support to potential victims of trafficking, ensuring they receive independent advocacy, helping them navigate services, benefits, and the advice they need across local or national providers.

The Initial Support Pathway will provide short-term support to adults who have experienced exploitation. The pathway initially focuses on the individual's basic needs such as safety, food, clothing, accommodation, subsistence, and access to medical services. The project then considers each individual's rights and entitlement to support as a victim of modern slavery. You will work with other key organisations to help adult victims to understand what help they should be getting and how they can advocate for themselves in the future. The key principle of the project is informed choice for the individual. Although the initial support is short and temporary, the long-term impacts for victims can be significant. Victims leave support with a greater understanding of their rights and with an ability to advocate for themselves in the future.

Essential role requirements

- Experience in health, social work, or working with vulnerable adults.
- Knowledge of the impact of modern slavery and human trafficking on an individual.

- A good understanding and awareness of the rights and entitlements (including immigration, housing, and benefits legislation) of migrants, trafficked persons, asylum seekers and refugees.
- Able to work autonomously and take initiative working under pressure.
- To provide trauma informed care.
- Experience of developing service delivery including partnership engagement.
- Take a lead approach in multi-disciplinary settings ensuring best outcomes for individuals.
- Proven experience of carrying out needs and/or risk assessments and the support planning process.
- An empathetic and compassionate outlook, whilst being able to maintain professional boundaries with those you work with.
- Strong communication skills with the ability to communicate with a range of audiences.
- Travel across Derby and Derbyshire is key to this role. The candidate will need to have a vehicle and valid driving licence. Mileage costs to be reimbursed.
- Good people skills especially with those whom English is not the first language.
- Ability to communicate with individuals via interpreters.
- Discretion and work in accordance with the Data Protection Act.
- Some occasional weekend and evening work may be required.

Desirable role requirements

- Experience of adult safeguarding would be advantageous.
- Good understanding of the trafficking care standards and how they underpin practice.
- Awareness of emerging themes in the Modern Slavery sector
- Experience of delivering awareness raising sessions

Rebuild East Midlands is committed to inclusive employment practices, and we encourage applications from individuals from diverse backgrounds and ethnicities. We encourage applicants to think creatively about how they can meet the requirements of the person specification. If there are essential criteria you do not meet, please do describe this in your application. We are looking for talented individuals who align with our values and support our mission – there are no barriers to how you demonstrate this.

An enhanced DBS check will be required.

Benefits:

- Rebuild East Midlands are an organisation that prioritises wellbeing, which includes a personal wellbeing plan and regular collective wellbeing days with the team.
- 30 days holiday per annum plus bank holidays plus another day off for your birthday.
- Flexible working options available.
- Regular support and supervision.
- Regular clinical supervision with a qualified therapist.
- Competitive pension contribution.
- Training will be provided during an induction, as well as opportunities for continuous training and development whilst in post.

Application process

Please send a CV with a cover letter outlining your suitability for the post by making reference to the job description.

For an informal chat, please contact Diane Rogers, our Support Delivery Manager: 07946 241987

Applications close on Monday 1st July 2024 at 12 noon

First Stage Interviews will take place on Monday 8th and Tuesday 9th July 2024

As part of the recruitment and selection process, Rebuild East Midlands will take up two references.

Please email your application to recruitment@rebuildeastmidlands.org