



Recruitment

Community Programme and Partnership Manager (Highland and Moray)



Summary

Growing2gether is recruiting an innovative and entrepreneurial Community Programme and Partnerships Manager who is passionate about young people. This post is open to a creative approach; to stand beside young people whilst they assess the needs of their local community and design and deliver community projects.

Growing2gether believes in the potential of young people to shape the world around them and achieve transformational change. Through the development and implementation of a participation strategy, this post will create a larger platform to ensure the youth voice cannot be ignored.

Full time post (5 days a week/37.5 hrs)

Start date: April 2025

Salary: £30,000 – 32,000 depending on level of experience

To apply please complete the application form and submit to admin@growing2gether.org.uk

Deadline for applications: Sunday, 23 March 2025

The Post will involve: both programme management and programme delivery of the **Growing2gether Community** which comprises

1. Youth Social Action projects (YSA)
2. Youth Leadership Board (YLB)
3. Young Leaders Training (YLT)

Youth Social Action projects

- Work with young people and facilitators in designing, planning, delivering and evaluating their Youth Social Action (expected: 4 youth

led Growing2gether in the Community projects over a 6- month period, 16 weeks)

- robust recruitment processes
- liaising with participating schools and building relationships
- overseeing the management of the programme
- administering and compiling pre and post research evaluation
- ensuring that funders grant outputs and outcomes are achieved and building relationships with funders.
- Recruiting and consulting with Growing2gether young people in the area(s) with regards to Youth Social Action Projects

Community engagement

- engaging with and liaising with local and wider partnerships and third sector organisations.
- running community consultations and events, with both community organisations and individuals to understand and to contribute to local action plans
- Showcase events to celebrate with the community, young people's achievements.

Youth Participation

- Refine Growing2gether's youth participation policy
- Support and develop Young leaders Training and SCQF accreditation
- Develop and expand the current [Youth Leadership Board](#)
- With the Youth Leadership Board, create an annual programme of participation activities to include:
 - work with Leadership Board to develop Terms of Reference, participation strategy and decision-making structure
 - establish an active relationship with Growing2gether alumni, which includes regular communication, gatherings and consultation which could include events on youth led relevant topics and activities
 - ensure that our programmes remain impactful, with monitoring in place to ensure our programmes are adapted to meet current local needs in challenging times, (e.g. mental health, economic instability).
 - networking between key organisations, partnerships, communities and our young people, including. Attending local community meetings and supporting the young people's presentations.
 - online surveys and bi-annual consultations on community needs, e.g.
 - signposting of local services for young people through the youth-led section on our website.



- Youth Leadership Board consults bi-annually with local young people on needs, and effectiveness of Growing2gether
- give young people a voice by connecting them to wider initiatives, e.g., Highland Youth Parliament, Highland Council consultations.

The ideal candidate will need to have

- Experience of working with groups of disengaged young people
- Experience with design of both curriculum and delivery of programmes
- Programme management experience
- The capacity to organise and run consultations/focus groups with various community groups.
- Driving license , access to own transport and willingness to travel across Highland & Moray for projects and meetings.
- A member or an associate member of the [CLD Standards Council](#) (or willing to work towards this).

Background

Growing2gether, an innovative Scottish charity, formed as an independent SCIO in August 2022. Growing2gether was originally part of global youth charity Ecologia Youth Trust. Since January 2017, we have reached over 2500 young people and children across the Highlands, Moray, Aberdeen City, Aberdeenshire and Dundee with Growing2gether Nursery, the only programme in Scotland to pair young people facing disadvantage as mentors to children needing additional support and combine this with classroom training in life skills.

Our Growing2gether Community programmes evolved from the voice of young people, who wanted to continue supporting Growing2gether and to be actively engaged in their local and wider communities.

Our ambition is to expand to other deprived areas where our programmes can have a positive impact on the children, young people, schools and wider community.

You can read our [Strategic Plan for 2023-27](#).

Our niche

Our ethos, grounded in the values of the Findhorn Foundation, along with our positive and transpersonal psychology approach, leads to being a value driven organisation. We see our partners as part of our family and work hard to listen to what they need. We seek to plant seeds, which one day will flourish into sustainable organisations supporting children and young people to grow.

Modelling new approaches to supporting young people, for example our main Scottish-based [Growing2gether Nursery Mentoring programme](#), which now forms a majority of our activity. This is an early intervention programme that works closely with secondary and primary schools in Scotland to address the needs of young people's

social and emotional development. Young people gain work experience as mentors to small children in a nursery setting. Whilst supporting the learning of a small child, the young people realise that they have a valuable contribution to make to their community.

Growing2gether Community follows on from our main programme allowing us to continue working with young people who have been through our main programme as well as, using our risk selection tool, reaching a wider population of young people who would not choose the mentoring, nursery work.

Growing2gether Community involves community projects created and delivered by young people, supported by community mentors. The programme was developed because our young people told us that, after mentoring the nursery children, they wanted a follow-on programme so that they could continue giving back to the community. Findings from a focus group helped young people to identify issues in their community that needed addressing. Those who participated in the design of this intervention, reported that the experience had been extremely valuable. More specifically, it made them feel more confident, resilient, proud as well as provided them with valuable skills and helped them engage with their community.

Our Vision, Mission and Values

Our vision is a world where all young people can thrive within their communities.

Our mission is to enable marginalised young people to realise their potential and become agents of change in their communities.

Our values We are committed to promoting the principles of equality and justice for all in our programmes and with our staff, partners and volunteers:

- Youth Led Practices
- Respect for all people and their needs in accordance with their human rights
- Integrity and fairness in all our work
- Building sustainable communities meeting the needs of the present without compromising future generations
- Participatory and cooperative working practices
- Partner-led project development
- A therapeutic approach to education

If you feel drawn to being an integral part of the Growing2gether team, please complete the application form and submit, alongside your CV, to admin@growing2gether.org.uk

Deadline for applications: Sunday, 23 March 2025

Interview: 26 and 28 March 2025