Are you a creative and passionate leader who is committed to community transformation?

Oasis is looking for an exceptional Strategic Community Development Lead in Oldham.

About Oasis

WHO WE ARE

Steve Chalke founded Oasis in 1985 working with young people, homeless people and others who felt excluded from society. Over the decades Oasis has grown into a family of subsidiaries, with more than 5000 staff across the country, working together to achieve our vision of community where

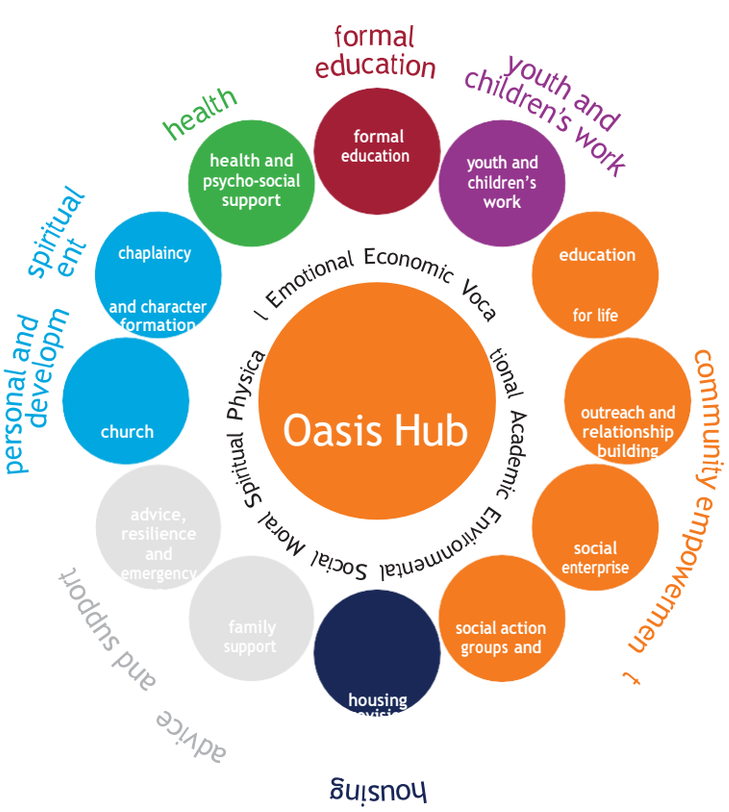
everyone belongs.

Oasis Community Partnerships is the national charity responsible for all our youth and community work, and the parent charity to 18 local community Hub charities.

WHAT WE DO

Our approach is to work in “hubs”. We want to see local communities that are

characterised by trust, safety, cohesion, mutual support, vibrancy, health and opportunity, as well as increasing capacity to address their own issues. We want to see those who are excluded brought back into the community to share the experience of wholeness and wellbeing.



The Oasis vision and ethos

THE OASIS VISION

Our vision is for community – a place where everyone is included, making a contribution and reaching their God-given potential. To do this, we need people who are willing to reach out to others, seek to understand, build relationships, persevere, and believe things can change for the better. We need people like you!

THE OASIS ETHOS

These attributes are reflected in the Oasis ethos:

- A passion to include.
- A desire to treat people equally respecting differences.
- A commitment to healthy, open relationships.
- A deep sense of hope that things can change and be transformed.
- A sense of perseverance to keep going for the long haul.

As an organisation, we believe that this is what makes us different and will make the difference in the way we work together to serve those we work alongside.

Compassionate	Patient	Humble
Joyful	Honest	Hopeful
Considerate	Forgiving	Self-controlled

THE OASIS 9 HABITS

It is not just how we can bring about change to others. We also believe in developing our own character and being transformed to become the best version of ourselves. We actively promote and practice the Oasis 9 Habits, which are an invitation to a way of life characterised by being.

About the Role

Strategic Community Development Lead

Strategic Community Development Leads are responsible for leading the development of the local Hub Charity and supporting the Academies and wider local community, and to hold the vision of integrated community development, which will include a range of engagement opportunities such as advice services, emergency support services, children's/youth
work, targeted families work, chaplaincy and where appropriate church development.

- Lead the direction of the local community provision, plan, resource, coordinate the delivery and measure the impact of the Community Hub plan that supports the Hub development holistically across all of the areas.
- Build positive and supportive working partnerships with the community, local voluntary, community and faith groups, public sector and private sector organisations including local educational settings to deliver a Community Hub plan that addresses the wider socio-economic barriers that children and young people experience.
- To lead the Hub towards the vision of developing integrated community provision involving the community and academies.
- To develop an Oasis movement, where those affiliated with Hub are involved in the planning, delivery evaluation and sustainability of activities and services.
- To develop wide ranging advice and community support provision including:
  - Foodbanks, clothes banks, fuel banks
  - Debt advice, legal advice, benefits advice, jobs clubs
  - Resilience building provision (financial planning, healthy eating etc.)
  - Youthwork/children's work
  - Family support services
  - Community relationship building provision (community events, befriending schemes etc.)
- Work in close partnership with key stakeholders including Academy Principals and staff, Hub Council and local Community leaders.
- To lead the Community Hub strategic development, particularly around communication, income generation strategy and monitoring and evaluation and reporting.
- To have responsibility for systems development and management across the Community Hub Charity including all policy and procedures such as financial management, Health and Safety, Safeguarding etc.
- To grow a team of staff and volunteers to deliver the objectives in the Hub Community Plan that directly support students and their families in the Academy(ies) and members of the local community
- Where appropriate to support the growth of a team who are able to develop a culturally relevant expression of Church as part of the Hub.
- To ensure the Oasis ethos permeates all work across the Hub

SALARY

The salary range for this role is £40,444 per annum.

HOURS

The individual will work full-time at 40 hours per week (1.0 FTE) inclusive of breaks.

CONTRACT

A Permanent Contract, subject to the satisfactory completion of a probationary period, reference checks and completion of an enhanced DBS application.

HOW TO APPLY

As well as this Recruitment Pack, we are pleased to attach the Strategic Community Development Lead Job Description/Person Specification for your consideration.

If you feel that this is a post for which you would like to apply, please send a Covering Letter and your most up to date CV by email to: recruitment@oasisuk.org

INTERVIEW PROCESS

Stage 1: Invitation to a conversation with the team at Oasis as part of the shortlisting process.

Stage 2: Interview day including panel interview, presentation, youth session and the opportunity to meet key community partners.

We would like to take this opportunity to thank you for your interest in Oasis and look forward to hearing from you in the near future.

Sukie Rayatt (People Services Administrator)

People Services Team for Oasis Charitable Trust, Oasis Community Partnerships & STT

Phone: 020 7921 4335

WHAT DOES THIS MEAN FOR YOU

When you join Oasis, you are joining an organisation committed to transformation for those we serve, as well as the opportunity to develop yourself personally and professionally.

WHY WORK FOR OASIS

We passionately care about our staff.
We can only achieve our goals by understanding and supporting the very people who are our organisation. This means we invest in you by having:

- A focus on your holistic wellbeing.
- A focus on your professional development.
- A focus on your personal development.

The scope of Oasis's work means you have opportunities to stretch yourself and explore a multitude of areas which may be of interest, whether that be community work, youth work, housing issues, human trafficking, global projects, education and community health.

You will make connections with a pool of amazing, committed staff, who are happy to share their passion.

BENEFITS

As a charity working to empower people and communities, we know the work is tough and challenging. We can, and do, ask a lot of our teams. Seeing positive change is a reward in itself and we consider it a privilege to be part of the lives of those we serve.

As well as a high level of personal satisfaction, we also offer:

- A salary that will have been graded using our bespoke job evaluation scheme and salary structure, to ensure fairness and transparency in how we remunerate.
- A generous annual leave allowance of 25 days annual leave (plus 8 Bank Holidays), rising to 30 days annual leave after 2 years' service, and up to 33 days annual leave after 8 years' service.
- A non-contributory Grouped Personal Pension Scheme, whereby Oasis pays a 7% contribution of your gross salary into your pension pot (you can choose to personally contribute if you wish).
- Employment policies which reflect the needs of our staff, including flexible working conditions (where possible) and family friendly policies.
- An online induction and training platform with access to a range of web-based and face-to-face training for all employees.
- The opportunity to join a cash benefit healthcare scheme for low monthly contributions, which can also cover your partner and children.
- A corporate eye-care scheme.

In our comprehensive November 2019 Wellbeing Survey, over 90% of staff respondents said they enjoyed their work, found their work interesting, and were passionate about what Oasis stands for.

FAQs

WHAT DO YOU MEAN BY CHRIST-CENTRED?

This is a great question – at Oasis's heart is the recognition that beliefs lead to behaviours, and that these behaviours are crucial in achieving our purpose. This ethos is based on an understanding of God as expressed in the life, message and example of Jesus, and hence we consider ourselves to be 'Christ-centred'.

A quick way to explain 'Christ-centredness' – From what we read in ancient texts Jesus was radical and revolutionary in the way that he understood society, in how he acted and how he lived. He taught those around him that it was not what they believed that was important, but rather what they did and how they behaved. He demonstrated this in his own life through his actions and how he lived; Paul, writing not long after Jesus, recognised that Jesus had lived in a way that was completely counter-cultural, and described Jesus' way of behaving as being the fruit of God's Spirit.

Jesus' approach to society and injustice is what inspires us as Oasis and so, as an organisation, we want to be known for being inclusive, seeking equality, having good relationships, a deep sense of hope, and for persevering – not for articulating simply conceptual values! And for this to happen, we want everyone in Oasis (which includes staff, volunteers, board members, the people we walk alongside and so on) to be both growing and developing a consistency in how they behave and respond, which we describe as developing Oasis' 'nine habits' – which are based on Paul's 'fruit'.

If you would like to discuss this element further as part of the application process then please do get in touch with one of the team.

DO YOU SPONSOR STAFF FROM OUTSIDE THE UK?

Unfortunately not. Oasis is not in a position to sponsor anyone who does not have the right to work in the UK. It is up to applicants to ensure they have this status and can present the correct documentation as proof.

I'M NOT SURE I HAVE ALL OF THE QUALIFICATIONS OR EXPERIENCE. SHOULD I STILL APPLY?

In general, we say the advertised job description and person specification is what we see as the "perfect candidate" for the role. In the real world the "perfect candidate" may not apply! You may have a convincing case for possessing other skills and experiences (including unpaid work) which might also be beneficial. We take a holistic approach and also look for talent, passion, demonstratable commitment and alignment to our ethos.

DO I HAVE TO UNDERGO AN ENHANCED DBS CHECK?

If your role is judged to have significant contact with young people then an enhanced DBS check is a condition of employment with Oasis. For other roles a decision will be made on a case by case basis. If you don't want to apply because of a previous criminal record and think this may bar you from working for Oasis, please do contact the People Services team to discuss, as this may not be the case.

HOW WILL YOU USE MY DATA?

Oasis takes their role as a data controller very seriously, and will ensure that the information you provide is stored securely, an only used for the purposes of the recruitment process. We do have a more detailed information sheet in relation to data protection and recruitment – if you would like a copy please contact a member of the people services team.

EQUALITY DIVERSITY AND INCLUSION

We recognise that our team is strengthened by the knowledge, experience and insights people from a wide range of backgrounds bring.

As an organisation, we are committed to monitoring the make up of our organisation and taking steps towards an inclusive workforce, which reflect the communities we work in and ensure equal opportunities to progress. We are doing this by:

- advertising roles to all staff and the local community, as well as online; anonymising application forms at shortlisting stage
- having diverse interview panels
- training staff in unconscious bias
- conducting open staff forums and local Equality, Diversity & Inclusion groups
- holding free national conferences on breaking systemic racism.

We recognise there are areas of improvement and are accountable for this, so encourage applicants from underrepresented groups to apply for our roles.