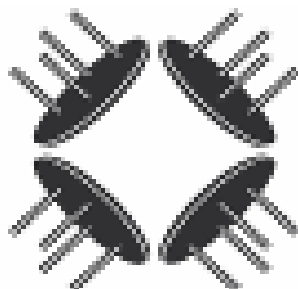




STREETS OF GROWTH

Connecting Youth Intervention with Regeneration



TURNING THE TABLES

JOB DESCRIPTION

Post:	Social Enterprise Development Manager
Closing Date	Friday 6 th July 2018
Applications:	Send CV and personal statement to applications@streetsofgrowth.org
Organisation:	Streets of Growth
Responsible to:	Diane Peters, CEO and Streets of Growth Trustee Board
Contract Length:	12 months fixed term contract with potential for renewal based on performance and achievement.
Status:	Full-time (35 hours) per week. For the right candidate willing to discuss working terms and conditions, consultancy position will be considered.
Job Purpose:	To deliver robust business capacity building to Streets of Growth and the development of its Social Enterprise, Turning the Tables (TtT) managing its transformation from the charity's social programme into a self-sustaining social enterprise. Leading on the development TtT's business model, researching range of potential incoming generating services, products, etc, investigate and provide a robust analysis of the viability of Social Investment as part of both TtT and Streets of Growth financial growth plan for sustainability. Work with the Director and Trustee Board to secure long term sources of capital and revenue funding and have lead contribution in strategic direction and long-term viability of the social enterprise arm of the Charity.

Overview

- **The Charity:** Established in 2001, SoG is committed to transforming the way young people aged between 15-25 years are prepared and equipped to engage with the regeneration opportunities within and beyond their neighbourhoods.
- **Management:** Streets of Growth is governed by a Trustee Board Structure with leadership provided by an experienced team of not-for-profit professionals with a strong track record of delivering community-based projects and social initiatives:
- **Mission statement:** Our mission is to build a community that ensures no young person, particularly among the disadvantaged, is left behind in the social, economic and physical regeneration of our neighbourhoods.
- **Track record:** Since 2001, Streets of Growth have made a profound impact on the lives of over 4,000 disadvantaged young people, as well impacting the lives of those living in the broader community which has experienced decreasing rates of anti-social behaviour in the areas where we are involved. Streets of Growth challenges and connects partnership understanding across cultural, social and economic divides that exist within our community today – this issue has never been so important. Streets of Growth undertakes a structured approach to measuring our success and impact in the community which we have presented in the social impact section.
- **Journey so far:** Since 2005, SoG has run several enterprise education programmes designed to reach out to young people in need, teach them new skills and guide them towards a better way of life. Initiatives thus far include juice bars, culinary events, clothing design, art production, bike recycling and, our most formalised and ambitious social venture to date, Turning the Tables (TtT).
- **Turning the Tables:** Set up 2012, TtT is an enterprise skills programme for young people, combining work experience, enterprise challenges & skills workshops in furniture and product design, project management, budget management, and marketing, along with literacy, numeracy and IT skills.

Our vision for the social enterprise, Turning the Tables, is to create a business that will provide the platform to increase the level of social impact delivered by our charity Streets of Growth. We want to create an enterprise that can over time operate on a self-sustainable basis, absent of funding, and deliver on-going, diverse, work placement opportunities for the young people (16-24) we work with.

Turning the Tables is our most ambitious formalised social venture to date. We recognise the potential to develop Turning the Tables into a standalone business offering artisan upcycled furniture and providing young people the opportunity to develop skills in furniture and product design, project management, marketing and ultimately retail sales, all backed up by core numeracy, literacy and IT skills. Alongside this venture, and to develop a strong, recurrent customer base, we see the potential in the long term to consider the introduction of other income generating services and potential products thereby enhancing the portfolio of skills training. for young people and income generation potential for the Charity.

With a future ambition of being able to purchase or acquire a long-term lease (25 years plus) on a premise which would incorporate both a combined workshop and retail outlet along with purpose designed space for life, education and work skills training and personalized coaching.

Job Overview

This is an exciting, demanding and lateral thinking role which requires the job-holder to perform at the highest possible levels of business development and relationship management, whilst providing an excellent opportunity to make a material difference to the economic growth and sustainability of Streets of Growth and Turning the Tables. And essentially to create a social enterprise that will provide the platform to increase the level of social impact delivered by our charity Streets of Growth. We want to create an enterprise that can over time operate on a self-sustainable basis, absent of funding, and deliver on-going, diverse, work placement opportunities for the young people (15-24) we work with.

The position requires a strong and pro-active business growth manager who partners well with both internal support structures and external interfaces to achieve individual targets, project goals, organisational and client objectives.

Results oriented and customer focused, with, the position demands a “hands on” self-starter with acknowledged ability to establishing **successful** social enterprises in the not for profit sector.

You will be a member of the Streets of Growth Senior Management team reporting and accountable to the Streets of Growth CEO, Chair and Trustee Board.

Job Description:

- To understand, practice and promote the vision, mission, and values of the organisation.
- Review the current Turning the Tables social enterprise and research the viability of furniture up-cycling, digital applications (such as 3D product design)
- Review other ways to commercialise the charity’s social initiatives, i.e. other potential income generating services particularly incorporating digital and creative sector.
- To investigate and provide a robust analysis of the viability of Social Investment as part of Streets of Growth
- Work to secure sources of capital, and revenue funding (working with the CEO and trustee board) to invest into the Social Enterprise.
- Contribute to the overall strategic direction and long-term viability of Turning the Tables and consequently the Charity

This will be achieved by the following tasks and targets; namely;

- development of robust five-year business plan for Turning the Tables, this will provide the action strategy for the Social Enterprise.
- to facilitate the services and product sales of Turning the Tables with its current product and to research and implement other viable product development and income generating services which fit the values and mission of Streets of Growth, while generating a viable income source for the Charity,

- to increase and improve the market routes and sales revenue via retail outlet, on-line and any other identified avenues such as contacts with social landlords, corporate developers.
- to increase and improve the supply chain of donated furniture and other viable 'waste' material in relation to furniture upcycling as well as research and create supply chains in relation to other potential product development and income generating services.
- to research the use of the digital and technological applications as part of developing the income generating services/products.
- to work with the CEO of Streets of Growth to measure and evaluate the social value and social impact of the Turning the Tables in terms of increasing youth employability skills and long term reducing youth poverty and harm.
- to produce a robust analysis of the viability of social investment.
- to develop and implement with the CEO and Trustee Board a capital and revenue funding strategy for investment into the enterprise.

General Duties

- You will ensure that your practice align with the vision, mission, and values of Streets of Growth.
- Demonstrate mindfulness for the resources that Streets of Growth and Turning the Tables possesses, and actively work to maintain their functioning
- Commit to engage in personal and professional growth and competence development to increase capacity in your role and personal growth to best serve the young people.
- Ensure regular communication with all staff and Trustee Board to keep abreast of developments within the community that effect the delivery of the programme.
- Where necessary or when asked by a senior staff member to represent SOG to the local community and/or other local community organizations and be able to clearly articulate Streets of Growth, Vision, Mission, Values and practice including all the programme activities.
- You are expected to attend and participate in all team meetings, staff training sessions, one to one supervision and any other meetings called by the senior team. (Unless for reasons of sickness, accident, personal accident, etc.).
- To assist in the day-to-day organisational administrative duties as appropriate and to produce written reports as requested.
- You will be expected to fulfil any other duties that are requested by senior staff

- Adhere to and promote Streets of Growth Equality & Diversity, Environment, IT and Health & Safety policies and comply with Data Protection Act and other relevant legislation;

Person Specification:

Skills

1. Excellent business development skills. and financial planning.
2. Excellent communication and written skills are essential.
3. Excellent networking, influencing and negotiation skills at all levels are essential.
4. Comprehensive IT skills are essential
5. Comprehensive social media skills
6. Must be innovative, flexible and conscientious.
7. Ability to develop and actively implement a capital and revenue funding strategy
8. A team player who is hardworking and capable of working on own initiative.
9. Must have good organisational and time management skills.

Knowledge

1. A good understanding of the Social Enterprise business landscape is essential and a good knowledge of, retail, construction, care and digital/creative sectors is desirable
2. An excellent knowledge of business planning and good knowledge of Social Investment landscape is essential
3. An understanding of SEO (Search Engine Optimization) and key social media applications and their practical usage in internal and external business environments, advantage.

Experience

1. A credible track record and experience in setting up, establishing **successful** social enterprise(s) within the not for profit sector
2. Experienced in commercially-related issues and opportunities
3. Experience of working in a multi-partner environment
4. Experience of working alone or as part of a team
5. Experienced in SEO and Social Media
6. Experience of organising events

Attributes

1. Forward thinking and entrepreneurial
2. Good record/paperwork-keeper
3. Responsive
4. Committed
5. Tenacious
6. Reliable/good timekeeper
7. Team player
8. Attention to detail
9. Commitment to promoting diversity in all its forms