

**Blagrave.**  
investing in  
young people



# Regional advisers

## Recruitment Pack



## Blaggrave Regional Advisers

### Role Description

Paid opportunity to advise on funding decisions for Blaggrave funding in the South East

Location: You should have grown up, live or work in Berkshire, Hampshire, Sussex or Wiltshire

Duration: 12 months, from August 2024 until August 2025

Hours: Minimum of 4 hours, maximum 12 hours per month (will vary month to month)

Salary: £20 per hour

Closing date: 5 July 2024

Interview 19 July (online)

**Overall Purpose:** To use your regional knowledge of youth charity services to advise Blaggrave on funding to youth organisations in the SE of England.

**Interested?** Register for our webinar: [Blaggrave regional advisers](#) on 5 June at 6pm. Hear from the Blaggrave team and a previous adviser and ask any questions you may have. Register [here](#).

#### Key dates

- Online meetings every 2 weeks, 6-8pm Wednesday evenings
  - September 11<sup>th</sup> & 25<sup>th</sup>
  - October 2<sup>nd</sup>, 16<sup>th</sup>, 30<sup>th</sup>
  - November 13<sup>th</sup>, 27<sup>th</sup>
  - December 11<sup>th</sup>
- Away day: 26th September 2024 (evening) to 27 September (TBC)
- From January 2025, monthly meetings on the last Wednesday of every month, until the end of your contract on 31 August 2025.

## About Blaggrave

Blaggrave is an independent charity dedicated to serving young people who are challenging and experiencing injustice in their individual lives and within society. We hold investments of c. £44 million, which along with other income sources, funds all the work we do including grant-making. We fund young people directly on a national basis through our Challenge and Change and Pathways funds. Through our place based funding, we provide small grants (usually between £20,000 – £30,000) to grassroots organisations serving urgent needs of young people facing injustice, in Berkshire, Hampshire, Sussex and Wiltshire.

We are committed to centring the voices of those we seek to serve and aim to do this in a variety of ways. This means that our board and staff team have relevant lived and learnt experiences to help us fulfil our mission. We are committed to listening to the communities we seek to serve both directly and broadly to have as accurate of an understanding as possible about the issues that those we're here to serve are facing.

You can read our full 2022 – 2026 strategy [here](#).

## Regional funding

The aim of our regional fund is to enable youth organisations to meet the needs of young people who experience social injustice in the region.

Each year, we allocate at least £300,000 in new funding to youth charities in Berkshire, Hampshire, Sussex and Wiltshire. We are creating the role of regional advisers as part of our strategic goal to share power with the communities we seek to serve. We are creating a team of regional advisers with a range of experiences of both accessing and working in youth services in the region to advise us on grant making in the coming year.

## About the role

You will be working as part of a team of advisers to assess ongoing funding applications throughout the year, and make recommendations on funding to Blaggrave’s CEO and Trustees.

Following a period of induction, your work will involve a monthly meeting online where you will be:

- Assessing initial requests for funding from organisations to advise on which should go forward
- Reading Blaggrave’s assessments, debating the merits of different applications and ultimately recommending funding decisions to our CEO or Trustees (who retain sign off and accountability)
- Providing feedback on effectiveness and impact of our funding following visits to charity partners.

Consultation and feedback

- Provide a sounding board for Blaggrave’s wider strategy in the region
- Refining criteria for Blaggrave funding in the region

The Advisory Panel will be supported by an external facilitator and Blaggrave team members to ensure that all voices are heard equally and each member can play their part.

## Why we are doing this

We believe no one knows better about where funding should go in the region than the local youth sector. We think the combination of our grant making knowledge with local expertise is essential to make the best possible decisions on how our resources can best reach the young people we seek to serve.

The most powerful conversations contain; lived, learned and practiced experience and so we want to build an intergenerational panel, made up of those who have a stake in the local youth sector. That’s why we are looking to form a group of 8-10 people who have worked in the youth sector as a volunteer, staff member or Trustee in the last 12 months or have accessed and benefited from these services as a young person.

The split of responsibilities are:

<b>Blaggrave will....</b>	<b>Regional Advisers will...</b>
plan and deliver an induction programme including about Blaggrave, the origins of our funding, the grantmaking process, and research and analytical skills	commit to attend and fully participate in the sessions and do any required reading or preparation work.

Plan an away day (including overnight stay) for the advisers to develop shared understanding (and have fun)	Be open to hearing about others' experiences and discussing shared values
receive initial enquiries for funding (throughout the year)	Read initial grant applications and make recommendations to Blaggrave grant managers on which should go forward for a full assessment
conduct initial due diligence on organisations and produce summaries of the applications for you to consider	Consider Blaggrave's assessments and make recommendations to the CEO for sign off of grants of up to £20,000 per year, or to Blaggrave Trustees for sign off of grants of over £20,000 per year
Manage the relationships with charities who are funded – including the possibility of creating opportunities for you to meet and learn with them	attend meetings with funded charities to learn more deeply about their context, and feedback to Blaggrave
Communicate questions, concerns and rejections to charities	

## Who we want to work with

We are looking to recruit 6-8 advisers based in or from **Berkshire, Hampshire, Sussex or Wiltshire**, with experiences of attending and/or working in youth services in these areas. We define youth services as work with young adults 16-25.

You could be:

- Someone who has used youth charity services
- A youth worker working with young people
- An apprentice youth worker
- Someone working within a youth work organisation
- A volunteer in a youth charity
- A young person who has taken part in leadership programme within a youth charity
- A Chief Executive Officer at youth charity
- A Trustee at a youth charity

Or all of the above! You need to have had recent experience (in the last 12 months) of taking a role in or with a youth organisation. The above list is not exhaustive. We are looking for a broad range of experiences, backgrounds, and opinions to create diversity of thought and ideas among the group. **You must be 18 or over to apply** but there is no upper age limit.

We want to hear from you if you are:

- Fully in support of Blaggrave's [mission and values](#)
- Dynamic and passionate about the support young people need and have a right to access
- Able to communicate your own views and actively listen to those of others, where necessary discussing to come to a consensus
- Able to ask challenging questions, with an open mind
- Empathetic and able to understand different people's backgrounds, personal values, and objectives, even where you do not share them
- Reliable and committed to attending and contributing to regular meetings

We are open to candidates from all backgrounds, but we will prioritize people who will help us to continue to diversify the voices heard in our work. We are committed to creating an equitable environment where all can thrive.

Please note this role is not PAYE and will require successful applicants to either already be registered or to register as self-employed. (Training from an accountant and support will be provided, including specialist benefits advice if required.)

### **How do you apply?**

Once you're ready to apply, we need to know why you're the right person for this role. To help us with this please answer the questions in our [application form](#).

If you have accessibility requirements, we offer you the option to submit your application verbally via a meeting, phone call, or voice notes. To submit a spoken application in this way please call Tessa Hibbert on 07354 189336 before the deadline so we can arrange a time for you to do this.

### **The deadline for applications is 5 July 2024**

Please note our interview date is scheduled for 19 July online.

If you have any questions about being an adviser or the application process you can get in touch with Tessa Hibbert via email on [tessa.hibbert@blagravetrust.org](mailto:tessa.hibbert@blagravetrust.org) or phone on 07354 189336.

If you are interested and want to learn more, register for our [webinar](#) on 5 June at 6pm. Hear from the Blaggrave team and a previous adviser and ask any questions you may have.

### **Safeguarding and Equity Statement**

The Blaggrave Trust is committed to safeguarding children and adults at risk, to promoting the welfare of adults, and keeping all those who come into contact with our work safe from harm. We are committed to equitable and inclusive practice, actively promoting equality of opportunity for all and welcomes applications from a wide range of prospective candidates, including disabled people, those with relevant lived experience, or a history of offending.

As a disability friendly employer, Blaggrave is committed to ensuring all recruitment processes are accessible and will offer an interview to candidates who declare they have a disability and meet the minimum criteria for the role.

Blaggrave will only ask an individual to provide details of sensitive information, including convictions and cautions, that it is legally entitled to know about. Most of our staff and volunteers will be in positions of power and a Disclosure and Barring Service (DBS) check must be completed by anyone who meets government's criteria. We do not want this to be a barrier to those who have the potential to add great value to the work we do. If you have any questions regarding DBS check, please contact the Designated Safeguarding Lead, Valeria Tavares, at [valeria@blagravetrust.org](mailto:valeria@blagravetrust.org).

All information disclosed for the purposes of employment or consultancy will be used for the sole purpose of assessing whether an individual is suitable and appropriate for a specific role and/or if any arrangements around supervision and support might be required. All information gathered as part of our recruitment processes will be treated sensitively, with confidentiality strictly maintained, and according to our Privacy and Data Protection policy.

**This role will be subject to a Basic DBS.**

**We look forward to receiving your application!**