



The Village ...as it takes a village to raise a child

Children benefit from their parent/s having a supportive community around them, allowing experience and learning from life to be passed down through generations. Supporters who can help parents prepare them for the delights and challenges of parenthood and give advice or simply listen whenever it is needed. A safe community where acceptance is key, and judgement is not welcomed.

Through the Promise Partnership, The Good Childhood Investment, we are now creating "The Village" for any care experienced parents or parents to be who wish to join us. A community created by people with parenting and care experience, where 'villagers' can learn together to be the best parent they can be. A digital village offering opportunities to learn from each other, ask for advice or find a safe person to talk to.

Bringing together the experience of Care Visions, Early Years Scotland, Scottish Attachment in Action, and working parents of children under 5 (including expectant parents), we are creating a virtual "Village" offering innovative supports via life coaching and learning opportunities readily available as part of an online community. A place where 'villagers' choose to join and that is evaluated based on participation and whether 'villagers' believe what we are offering is helpful. A place where Village Team Members who have expertise in under-fives, can share resources, offer group activities and offer one to one support to anyone who asks for it.

Although at early stages of development, we are now at the exciting position of recruiting another two Village Team members to develop content and connect with new and expectant parents.

The successful candidates will work as part of a team of 4 team members, connecting with 'villagers' using a life coaching type approach, hosting live digital classes and developing online content.

## **The Village Team Member – Role Description**

### **Role**

The Village Team Members are responsible for creating a welcoming environment within The Village, creating material to share, leading group activities and developing positive trusting relationships with individual participants (a.k.a. Villagers).

Using a coaching style approach, the Village Team Members will be available to answer individual questions and offer individual support to the Villagers. Any support offered will be directed by the Villager, at a pace that is comfortable for them. The Village Team Member will aim to empower the Villager, recognising strengths and developing confidence through sharing learning and reflecting on experiences.

The Village Team Members will work together to create the positive online environment offering information which will be helpful for parents and parents to be. There will be a focus on recognising any specific needs of parents who have experienced care, including the stigma that can be experienced by parents with experience of care, however, will also recognise the shared needs of all parents and the processes and systems encountered by all.

The Village Team Members will contribute to team development through active participation in team meetings, peer supervision and continuing professional development opportunities.

### **Line Management and personal development**

The Village Team Members will be line managed by a manager from their employing organisation.

The four team members will contribute to regular peer supervision and reflections sessions to ensure although line managed separately there is a cohesiveness as a team.

The team members will take part in regular CPD events, responding to emerging themes and recognising individual needs.

A robust induction process will be offered, including the opportunity to undertake training in the PACE model which will be the chosen model of engagement.

### **Role**

The role will be primarily working from home, however there will be regular team events based in Glasgow or Stirling.

Posts are until February 2023, 17.5 hours per week with flexibility. Salary £21,500 pro rata.

Secondment options may be possible.

**How to Apply:**

If you are interested in applying for this exciting opportunity and meet the requirements in the person specification, please submit an up to date CV along with a covering letter detailing your experience to date, what you can bring to the role and your motivations for applying to [careers@carevisions.co.uk](mailto:careers@carevisions.co.uk).

Closing date for application is: Friday 29th April (5pm)

**The Village**  
**Village Team Member**  
**Person Specification**

<b>Selection Criteria</b>	<b>Essential - Acceptable levels for effective job performance</b>	<b>Desirable - The attributes of the ideal candidate</b>
<b>Qualifications</b>	Qualified to SCQF level 7 in a relevant discipline.	
<b>Knowledge and experience</b>	<p>Knowledge and understanding of early years theory and attachment theory and practice.</p> <p>Knowledge and understanding of the impact past experiences can have when supporting parents.</p> <p>Skilled in using digital methods of communication.</p> <p>Effective planning skills with the ability to set and work to deadlines.</p> <p>Able to develop resources to enhance the understanding of others.</p> <p>Knowledge and understanding of events programming.</p> <p>Knowledge and understanding of how to support people at times of anxiety and concern.</p>	<p>Knowledge and understanding gained through lived experience.</p> <p>Knowledge and understanding of the organisations and processes encountered by expectant and new parents.</p> <p>Experience of delivering events programmes.</p> <p>Skilled in developing digital resources.</p> <p>Experience of working with new and/or expectant parents.</p>

<p><b>Attributes and skills</b></p>	<p>Ability to work collaboratively with others demonstrating respect and valuing of all contributions.</p> <p>Able to quickly build trusting relationships with others.</p> <p>A collegiate approach working closely within a multi-disciplinary team.</p> <p>Self-aware, able to be reflective of own practice and learn and adapt to suit situations.</p> <p>Ability to deliver the aims and objectives of The Village by working within the named values.</p> <p>Ability to work in an empowering way using a coaching type approach.</p> <p>Ability to recognise power dynamics within relationships.</p> <p>Ability to effectively represent the organisation and its values when working across a range of contexts and settings - individual, team, organisational and public.</p> <p>Good organisational, administrative and time management skills.</p> <p>Excellent written and verbal communication skills.</p> <p>Ability to work flexibly in response to the needs of The Village and Villagers.</p>	<p>Proven experience of collaborative working within a values-based organisation.</p> <p>Proven track record of delivering agreed objectives through collaborative working.</p> <p>Understanding of the principles of continuous improvement.</p>
-------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

**Personal qualities and interpersonal skills**

A warm, empathetic manner.

Committed and highly self-motivated with the ability to inspire, motivate and support others to ensure the aims and objectives of the organisation are achieved.

Finely honed listening skills conveying respect and positive regard for all stakeholders and partners.

Willingness to accommodate the views of others and to work with them.

Appropriate assertiveness as required.

Flexible, adaptable and with an ability to manage ambiguity and change.

Eagerness to continually learn and develop.