

POST:	Primary Intervention Manager
REPORTS TO:	Head of Academy
SALARY:	£30,000 - £40,000
Level: Manager	
<p>Purpose of role:</p> <p>Fight for Peace is a global organisation that uses sport and martial arts combined with education, employability training, and personal development to address violence and support the development of young people in communities affected by crime and social inequality. We believe that every young person deserves the opportunity to reach their full potential, and this role is crucial in providing the targeted support they need at a primary level.</p> <p>The Primary Intervention Manager will lead and coordinate the delivery of all primary intervention services within the academy. The ideal candidate will be a strong leader, skilled relationship builder, and have a deep understanding of the challenges faced by young people. The role also carries significant responsibility for safeguarding, acting as a lead in this area. The successful candidate will bring strong safeguarding expertise, with an in-depth knowledge of UK safeguarding legislation, statutory guidance (including <i>Working Together to Safeguard Children</i> and <i>Keeping Children Safe in Education</i>), and best practice in youth work. As a member of the Academy Management team, the postholder will contribute to the academy's vision as a centre of excellence, actively supporting Fight for Peace policies, practices, and values.</p>	
KEY RESULT AREAS	MEASURES OF SUCCESS
<p>Programme Delivery</p> <p>Leading Youth Leadership and personal development programmes that meet young people's needs and align with Fight for Peace's strategy.</p> <p>Safety and wellbeing ensured by ongoing and formal risk assessments of the open-access space.</p>	<p>Youth leadership activities align with strategy, while personal development is embedded in evening services. Programmes like <i>Man Talk</i> and <i>Lutadoras</i> are well-resourced, on budget, and meet targets.</p> <p>Risk assessments are completed for all programs and activities, and ongoing risk evaluations ensure all youth services are delivered to the highest safety standards.</p>
<p>Line management of youth workers</p> <p>Active line management of youth workers and recruitment as and when necessary.</p>	<p>Structured team meetings and one-to-ones keep youth workers action-focused and accountable, with goals tied to the long-term vision. Training needs are regularly assessed to support ongoing professional development.</p>

Programme design and development Work closely with the MEL and Sports Manager to ensure programmes are codified, inclusive, and underpinned by a clear theory of change with agreed KPIs, integrating personal development as a core element of delivery for all young people.	Programmes have a clearly defined theory of change, and outcomes are aligned with targets set by agreed KPIs. Personal development is fully embedded in sports programmes, contributing to holistic youth development.
Safeguarding Act as the primary safeguarding lead within Primary Interventions with policy and legal compliance responsibilities. Management of safeguarding concerns in line with Fight for Peace's safeguarding policies and statutory guidance, including timely reporting. Lead on embedding a culture of safeguarding across all primary intervention services.	The Primary Intervention Manager is recognised internally and externally as the clear point of contact for safeguarding within primary interventions, with all concerns escalated appropriately and within required timescales. 100% of safeguarding concerns are reported, recorded, and managed in line with Fight for Peace's safeguarding policy and statutory guidance, with clear evidence of timely escalation to the DSL and/or external agencies Delivery teams consistently demonstrate strong safeguarding awareness in practice.
Academy Management Responsibilities Academy presence, leadership and communication	Minimum four-day presence at the Academy, including Friday rota, with effective delegation and robust funder reports backed by impact data.
Partnerships Maintain and develop partnerships with local organisations, the Newham Youth Partnership, and the FFP Alliance.	Strategic partnerships with local organisations (e.g., social services, YJS, CAMHS, probation, schools, sports clubs) are maintained and strengthened. Professional representation that enhances organisational visibility and creates collaborative opportunities for young people to train, compete, and develop together.
Management of self Maintain up-to-date knowledge of the youth sector. Access training and development opportunities to maintain up-to-date knowledge of safeguarding, health and safety, and local policy development. Maintain a working understanding of safeguarding children and young people and how to maintain appropriate professional boundaries.	The Primary Intervention Manager maintains up-to-date knowledge of the youth sector, ensuring programme relevance and best practices. Ongoing training and development opportunities are accessed to enhance expertise in safeguarding, health and safety, and local policy developments. Professional boundaries are consistently maintained, fostering a safe and ethical work environment.

Maintain a commitment to and working understanding of equality and diversity, with the motivation and ability to challenge non-inclusive and discriminatory behaviour the motivation and ability.	A strong commitment to equality, diversity, and inclusion is demonstrated through proactive engagement and advocacy. Instances of non-inclusive or discriminatory behaviour are identified and appropriately challenged, contributing to a positive organisational culture.
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Person Specification

KNOWLEDGE, SKILLS & EXPERIENCE:

Skills

- Strong leadership skills, ability to unite and lead a team.
- Able to work as part of a diverse team.
- Excellent communication skills, ability to listen and clearly convey information to diverse audiences as well as provide clear instructions and display diplomacy when required.
- Ability to motivate and get the best out of people (staff and young people).
- Ability to work in a fast-paced and changing environment.
- Ability to give and receive feedback.
- Proactive and forward-thinking.
- Confident decision maker.

Knowledge/Experience

- Working knowledge of issues surrounding young people and including but not exclusive to youth involvement in offending, violent behaviour and gangs, working knowledge of multicultural inner city areas and an ability to relate to young people of all backgrounds.
- Experience of working with tertiary-level young people based on the public health approach to violence prevention.
- Experience in designing and delivering youth-based programmes.
- Understanding of transversal themes and developing strategies that have resulted in behaviour changes.
- Experience of using MEL tools in the design, delivery and evaluation of programmes,
- Ability to design and deliver training.
- Safeguarding trained and experienced in overseeing safeguarding in a youth work setting.
- A strong knowledge of safeguarding & child protection principles and good practice and how this translates in a youth sports environment.
- Ability to provide programme update reports in a timely and concise manner.
- Experience of working with young people and FFP demographic.
- Experience of managing staff.
- Experience of managing budgets.
- Experience of risk assessments and managing risk within a sports and ideally youth service provision.

Attributes:

- Positive, can-do attitude.
- Adaptable.
- Motivational.
- Resilient.
- Excellent communication.

Qualifications :

- A recognised youth work qualification at level 3 or above.
- A recognised safeguarding qualification.

Right to work in the UK is essential.