

## Programme Lead (Post-Custody)

**Location:** Midlands, UK

**Application deadline:** 2pm, Monday 22 April 2024

### Introduction

3Pillars Project is seeking an experienced and dedicated Programme Lead (Post-Custody) to spearhead our efforts in supporting individuals upon their release from custody, with a particular focus on the Fitness Academy and comprehensive rehabilitation support for Rugby Academy participants. The Programme Lead will play a crucial role in establishing pathways for 3Pillars Project apprentices post-release, providing holistic support, educational opportunities, and building partnerships with rugby clubs nationwide. If you are passionate about facilitating successful reintegration and empowering individuals to thrive post-custody, we encourage you to apply.

### Background

3Pillars Project is committed to supporting individuals throughout their journey, from custody to community reintegration. Our Fitness Academy offers apprentices valuable training and mentoring opportunities, while the Rugby Academy serves as a platform for personal growth and development. The Programme Lead (Post-Custody) role focuses on ensuring seamless transitions for participants post-release, facilitating ongoing support and educational pathways.

### The Position

As the Programme Lead (Post-Custody), you will be responsible for developing and implementing initiatives to support individuals upon their release from custody, with a specific emphasis on Fitness Academy participants and comprehensive rehabilitation support for Rugby Academy graduates. You will establish pathways for 3Pillars Project apprentices post-release, providing tailored support, educational programmes, and fostering partnerships with rugby clubs nationwide. Additionally, you will create a cohesive digital community for 3Pillars Project apprentices, utilising technology to facilitate communication and support networks.

## **Roles and Responsibilities:**

- Plan and coordinate comprehensive support services for individuals upon their release from custody, with a focus on Fitness Academy participants and Rugby Academy graduates.
- Establish pathways for 3Pillars Project apprentices post-release, ensuring access to educational opportunities, employment support, and ongoing mentoring.
- Provide personalized 1-2-1 mentoring sessions for each participant in the month before their release, offering support and guidance to facilitate a successful transition.
- Meet with participants within the first week of their release to provide continued support and assess their needs.
- Develop an educational programme to enhance the skills and knowledge of 3Pillars Project apprentices, preparing them for successful reintegration into society.
- Establish the 3Pillars Project Rugby Team and organise an annual match to promote teamwork, camaraderie, and community engagement.
- Build partnerships with rugby clubs across the country to provide ongoing support and opportunities for apprentices, regardless of their location post-release.
- Utilise technology to create a digital community for 3Pillars Project apprentices, facilitating communication, peer support, and access to resources.
- Collaborate with internal teams, external partners, and stakeholders to ensure the successful implementation and alignment of post-custody initiatives with organisational goals.
- Collaborate with internal teams, including programme leads and coaches, to ensure the holistic support and development of young individuals across community and custody settings.
- Deliver on programmes as a coach and mentor including the in-custody and community projects
- Assist in the development and implementation of monitoring and evaluation mechanisms to assess the effectiveness and impact of community and in-custody programmes.

# 3Pillars Project

THE WILL TO SUCCEED

- Contribute to fundraising and marketing efforts to support the sustainability and growth of 3Pillars Project initiatives.

## **Qualifications and Skills:**

### Essential:

- Demonstrated experience in programme coordination or management, preferably within post-custody support services or similar environments.
- Passion for supporting individuals in transition and a genuine commitment to their rehabilitation and successful reintegration into society.
- Strong organisational and logistical skills, with the ability to plan and execute activities effectively in a post-custody context.
- Excellent communication and interpersonal abilities, essential for building rapport with participants, mentors, rugby clubs, and other stakeholders.
- Capacity to work collaboratively as part of a multidisciplinary team, while also being able to work independently and take initiative.
- Ability to pass relevant background checks, including Enhanced DBS clearance.

### Desirable:

- Degree or equivalent qualification in a relevant field.
- Previous experience in sports coaching, mentoring, or post-custody support services, particularly within the context of rugby or similar sports.
- Understanding of trauma-informed approaches and the challenges faced by individuals upon their release from custody.
- Familiarity with educational programmes and employment support services.
- Experience in building and managing digital communities or online platforms.

## **Terms and Conditions:**

- Wage: Competitive (£32,000 to £38,000 depending on experience)
- Hours: 37.5 per week
- Contract: Permanent (6-month probation)
- Location: Wildcats Arena in Nottingham, with regular travel to custody settings across the Midlands region.

# 3Pillars Project

THE WILL TO SUCCEED

- Culture & Benefits: Birthday Off, Ongoing professional development opportunities, Pension scheme, Progression pathways, 25 days Holiday plus Bank Holidays.
- Start Date: May/June 2024 (Flexible for the right candidate)

## **Essential: Relevant Experience**

This role presents an exciting opportunity for a compassionate and dedicated individual to lead impactful post-custody initiatives and support the successful reintegration of individuals into society.

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**Interview:** If you are shortlisted we are conducting the first round of interviews on Monday 29 April.

To apply, please submit your Curriculum Vitae and a Covering Letter (no more than 2 pages) to [info@3pillarsproject.com](mailto:info@3pillarsproject.com), marked "Programme Lead (Post-Custody)\_SURNAME". Please specify where you saw the role advertised.

*We actively support the recruitment of and employ people who have been in custody. We will not discriminate on the basis of a criminal record, but given the nature of our work, applicants must be able to work with children, demonstrated by an Enhanced DBS check. Applicants should also be able to gain prison service clearance in order to enter prisons. This may be delayed if the applicant has served a custodial or suspended sentence.*