

synergy theatre project

VISION

Synergy believes that theatre can be transformative, change perceptions, and open up new possibilities towards a more positive future. We live in a world where some of the most disadvantaged are over-represented in the criminal justice system and are more likely to suffer social exclusion. Our vision is to work through theatre towards a fairer world where those within or at risk of entering the criminal justice system can discover alternate pathways and become an integral and meaningful part of society.

MISSION

Synergy seeks to create a ground-breaking, interrelated programme of artistic work which harnesses the energy, instincts, and life experiences of those we work with – prisoners, ex-prisoners, young offenders, and young people at risk of offending – gives them a voice and, in doing so, their dignity back. We want to inspire change by capturing the imagination and affecting the feelings, behaviours and attitudes of participants and public, whilst doing our part to influence the arts and criminal justice sectors towards systemic change.

VALUES

- Excellence Contemporary practice, high production values, truthful and rigorous work
- Empowerment Giving voice, enabling dialogue, inclusive of all experiences and lives
- Transformation Transcending expectations, creating change, enriching the mainstream
- Care Avoiding stereotypes, acknowledging complexity, offering structure and support

OUR WORK

Our work provides practical opportunities which develop beneficiaries' skills, capabilities and resilience, builds a bridge from prison to social reintegration, provides vital support to rehabilitation, and seeks to prevent young people from entering the criminal justice system. We do this through:

- Producing high quality theatre and film for prisons, mainstream theatres and schools, that uniquely bring together professional artists with prisoners and ex-prisoners to create and perform urgent and authentic work, representing unheard voices on the stage;
- Offering theatre-based training for prisoners and ex-prisoners with a focus on creative development, progression routes, and pathways into education, training and employment;
- Challenging mindsets, unlocking creative potential and offering alternative pathways for young people at risk of offending through our Young People's Programme of projects and productions that utilise the life experience of trained ex-prisoner facilitators;
- Engaging the public through performances, debates, access to prisons, and a chance to hear directly the stories of those involved in the criminal justice system;
- Providing role-play training which contributes to professional development for criminal justice sector staff and offers ex-prisoners paid employment, a platform to share their experiences and the opportunity to influence systemic change;
- Working to promote the impact of the arts within the rehabilitation and desistance agendas, seeking to influence approaches, to share expertise, and to effect institutional change, and working with cultural institutions and artists to connect them to new experiences and lives.

Synergy has an excellent reputation and works with many long-term partners including the Royal Court, Kiln, and Soho Theatres, Sara Putt Associates, numerous prisons and schools, youth offending teams and pupil referral units across London. The company's last five mainstream productions have played to capacity audiences and received 4- and 5-star reviews across the national press with two productions for young people receiving the Brian Way and Writers' Guild Awards. Synergy was a winner of The Stage 100 2021 Award under 'Serving the community' for our work during the pandemic and more recently shortlisted for the London Youth Awards 2022. Our short film, *Dues*, exploring the issue of county lines was selected and screened as part of both the Chicago Children's and British Urban Film Festivals in November 2022.

Synergy Theatre Project is an equal opportunities employer. We welcome applications from all groups, especially those underrepresented in the arts, and actively encourage those from diverse backgrounds to apply.

For further information about the company's work, please visit: www.synergytheatreproject.co.uk

JOB DESCRIPTION

JOB TITLE: Progression and Pathways Co-ordinator

REPORTS TO: Learning and Engagement Manager (Young People)

JOB PURPOSE SUMMARY

The Progression and Pathways Co-ordinator will work with the Learning and Engagement Manager (Young People) to seek out and broker potential work, training and further development opportunities for young people who have engaged with Synergy Theatre Project's Young Studio programme.

Our Young Studio programme supports young people at risk of offending into training and employment through creative courses, one-to-one mentoring, careers advice and work placements within Synergy and with partner organisations.

The Progression and Pathways Co-ordinator will work with participants specifically to assess their skills and interests and to match them with relevant employment and training opportunities that will further their development and lead them into paid employment. They will manage a caseload of young people and develop bespoke plans to support these individuals on their journey towards employment.

This role is subject to an Enhanced DBS check.

RESPONSIBILITIES AND DUTIES:

- Support young people aged 13-24 years into training and/or employment.
- Work directly with a caseload of participants to offer supportive services which will help them achieve sustainable employment and/or training, both within Synergy and wider partners.
- Liaise with partner organisations to identify employment opportunities for participants.
- Research and engage with new organisations to identify appropriate support or opportunities for participants.
- Ensure young people receive employability advice including interview skills, CV and cover letter writing, job application skills and benefits knowledge.
- Prepare participants, where necessary, for applications and interviews with employers.
- Together with the Young Studio Mentor, maintain regular contact with participants at agreed intervals to ensure they sustain their employment or training.
- Set up networking events for potential employers, training providers and Synergy's participants.
- Keeping clear and thorough records regarding each participant and their journey.

General

- Adhere to the highest standards of best practice when working with young people.
- Represent Synergy at formal and informal networks and at industry events when required.
- Provide social media, website and newsletter content when appropriate.
- Attend Synergy's performances, readings and other events to develop a thorough understanding of the work.
- Attend meetings with the Learning and Engagement Manager, Young Studio Mentor and Artistic Director and general staff meetings.
- Play an active part in implementation of company policies, including: safeguarding, equality, diversity and inclusion, data protection (GDPR) sustainability and health and safety.

The Progression and Pathways Co-ordinator may be expected to carry out any other reasonable duties which are consistent with the requirements of this role and to further the aims of the company.

PERSON SPECIFICATION

Essential

- Experience working with a diverse range of young people with a variety of complex and challenging needs.
- Experience of partnership working, developing and maintaining good relationships with key stakeholders.
- Previous advisory/advocacy experience (employment advisor, career coach, apprenticeship advisor or other relevant transferable experience).
- Knowledge of approaches to coaching, mentoring and training that ensure young people are well prepared for the world of work.
- Knowledge of employment processes, training opportunities and apprenticeships.
- Experience of developing clear and supported referral pathways.
- An understanding of the barriers faced by participants seeking employment.
- Excellent communication and interpersonal skills and confidence working and communicating with people from all backgrounds (young people, professionals, education settings, employment agencies, etc)
- Excellent organisational and administrative skills.
- IT skills appropriate to the job (Microsoft 365)
- Experience of monitoring and evaluation including producing reports.
- Able to work effectively and positively in a small team.
- Able to work both independently and collaboratively.

Desirable

- Previous experience in education settings, particularly alternative provisions or PRUs.
- Knowledge of creative industries and the range of opportunities and placements available
- Knowledge of the benefits system.
- Safeguarding training.
- Experience of working within an arts organisation.
- Ability to respond positively to unexpected challenges.

TERMS OF EMPLOYMENT

Contract:	Fixed term 3-year contract (subject to 6-month probationary period) with a view to extension, subject to funding
Hours:	Part-time (2 days a week)
Salary:	£30,000 pro rata
Annual Leave:	25 days per annum, plus bank holidays pro rata
Location:	Blended home and office working; Synergy has an office at Brixton House, London SW9 8GL

Application procedure

Please **download the application form from Synergy's website** along with the equality and diversity form which will be separated from your application and kept anonymised

Please email your completed application form to: **info@synergytheatreproject.co.uk** with 'Progression and Pathways Co-ordinator application' in the subject line.

Please let us know if you would like further information, information in a different format, support with access requirements to enable you to participate in the recruitment process, or an informal chat about the role. You can contact us on **info@synergytheatreproject.co.uk**

Closing date for applications: Midday on Tuesday 6 June 2023

First interviews will be held: Week commencing 12 June 2023

Thank you very much for your interest. We look forward to receiving your application.