

WILD Young Parents' Project
WILD Families Worker – Parent Focus
Salary £27,434 - £28,501
Role Description and Person Specification

Our Vision	<p>Everything we do, in all our roles, is to work towards WILD Vision:</p> <p>A fair start for the babies and children of young parent families</p>
EDI statement	<p>Equity, diversity and inclusion is at the heart of WILD. We want everyone to feel like they belong. We value each person as an individual, treat everyone with dignity and respect and welcome all parts of a person's identity.</p> <p>We want to meet the needs of young parent families who are under-resourced and experience the culminating impact of intersecting discrimination.</p> <p>We want a diverse team of colleagues, who can bring the creativity and skills that come from diverse experiences. We welcome applications from individuals with lived experience of young parenthood, and those who have intersectional insight gained from their identities and communities.</p> <p>We welcome early conversations about accessibility in our recruitment process and in our work roles.</p> <p>EDI is everyone's responsibility at WILD.</p> <p>We can only achieve a fair start for young parent families by including everyone.</p>
Key Teams	<p>Families Teams</p> <p>Other teams as required</p>
Team Mission	<p>To deliver WILD's work with a whole family approach, supporting our vision for the intergenerational change we seek with young parent families</p> <p>Families teams work together to plan and implement WILD's delivery model across a geographical area - East, Mid & West.</p>

	Each area team is made up of WILD Workers who use a whole family approach, with the unborn baby / baby / child at the centre, as well as bringing their individual skills and focus.
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Work with families	<p>You will lead, plan and deliver responsive work across your area, based on family needs (mums, dads, parents, parents to be, unborn babies, babies, children and wider family members), using activities and methods, including group work, that we know can help achieve our vision.</p> <p>Your work will help families:</p> <ul style="list-style-type: none">• understand their children’s needs, the impact of parental behaviours and influences, and how to do things differently• build positive infant-parent attachment and family relationships• develop emotional regulation, independence, agency, self-belief, and learning from past adversity• join WILD activities including venue-based group sessions, 1-2-1, whole family work, online sessions, chat groups and area-based activities• participate in positive, healthy relationships, building family and community support structure• understand different services and feel more confident to engage with them• be understood by different services, enabling services and communities to better support young parent families• develop a greater sense of belonging, purpose, and community <p>Your work will support all teams to:</p> <ul style="list-style-type: none">• mentalise the experience of young parents, whilst ensuring children remain the focus of all WILD’s work• understand the challenges that young parents face• recognise and respond to signs of neglect and abuse• work in an evidence based, trauma responsive way• hear, capture and share the voices of young parent families <p>This will include:</p> <ul style="list-style-type: none">• identifying children and families that would benefit from additional support• working in partnership with families/wider family members• supporting family journey work
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	<ul style="list-style-type: none"> • engaging new families / wider family members • planning and delivering parent focused individual, group and whole family work in homes and communities • enabling and sharing the voice of young parent families • planning and engaging with WILD projects and events, encouraging families participation • partnership working with other agencies, including preparation for and participation in external meetings • signposting and referring to other agencies to support whole family needs • timely record keeping of work using WILD's systems, including contribution to reporting
<p>Work with other services</p>	<p>You will build relationships with other agencies, championing for young parent families, supporting them to get the help they need, including:</p> <ul style="list-style-type: none"> • helping families access, understand and feel confident to use services • working with services to ensure they are accessible to young parent families • working together to safeguard families • bringing services into WILD to meet families specific needs • supporting access to opportunities and enriching experiences • having their rights met, considering children's rights in accordance with the UNCRC • representation of WILD and WILD families at external meetings and events
<p>Teams approach</p>	<p>WILD's teams-based structure empowers teams of people, with mixed skills and experience, to work together towards WILD's vision.</p> <p>You will:</p> <ul style="list-style-type: none"> • collaborate and communicate effectively within your team, as well as with wider teams • foster a culture of trust and transparency, aligning with WILD's values • deliver, as a team, an area-based work plan • provide leadership in your focus area / areas of expertise • be accountable for your own work • take responsibility for effective teamwork • use WILD systems effectively to record keep and communicate • participate in individual and whole team reflective practice

	<ul style="list-style-type: none"> • ensure risk is managed, working with other teams as necessary • ensuring children and families are at centre of all practice and decisions • connecting and communicating with wider Teams
Learning	<p>WILD is a learning organisation, with learning embedded across all our work.</p> <p>To achieve this, you will:</p> <ul style="list-style-type: none"> • use theory and evidence to develop practice • be a reflective practitioner in all aspects of your work • actively participate in opportunities such as Reflection & Growth, Practice Learning Reviews and Signs of Safety • respond to focused learning questions to explore how we work • collaborate and learn from families lived experiences • record and use data to inform your work and demonstrate progress • share learning within WILD and externally • be committed to ongoing individual and professional development
Organisation	<p>To achieve WILD's vision, teams will work together within the organisational structure and systems.</p> <p>You will:</p> <ul style="list-style-type: none"> • contribute to and work within WILD's policies, procedures and practice framework • safeguard families • support Operational Teams, such as the Money team in fundraising and ensuring best value • support Strategy and Learning Teams, such as the Comms team to share WILD's voice, raise awareness and campaign for better futures for young parent families • use WILD's systems to support organisational effectiveness • maintain clear work boundaries and professional practices • take on any other duties as reasonably required

Skills / person specification

Essential	Desirable
experience of working with and alongside families	awareness of complexities faced by young parent families
training / experience of working in a trauma informed way	know how to help children and parents build resilience
experience of working to an evidence base, using theory to inform your practice	experience working to a relevant evidence base, such as PACE and Solihull
experience / training / understanding of the impact of early childhood adversity and trauma	training or experience in WILD focus areas such as Safeguarding, DASV, Mental Health, Substance Use, Attachment Theory, Child Development
demonstrate an understanding of the experiences of others	at least a years experience of working with and alongside families (parents, children and wider family members)
you are playful, accepting, curious and empathic	you have experience of developing partnerships and collaborative working
proven experience of effectively managing your own work and time	previously worked with people experiencing risk and / or complexities
self-aware and emotionally resilient	use reflective practice to develop your work
thrive in a teams environment, working with, and learning from others	experience of developing partnerships and collaborative working
good written and verbal communication skills	experience of assessing and managing risks
work independently, and collaboratively within a team, demonstrating leadership in your focus area / areas of expertise	experience of record keeping and reporting
align with and promote WILD values	bring wider interests to WILD
demonstrate a commitment to ongoing individual and professional development	relevant degree / higher level training
knowledge and understanding of safeguarding practice	

experience of using IT based platforms for record keeping and communication	
flexible and willing to work across all WILD's services	
proven track record of working in a relevant professional environment	