



Job role: TALENT SCOUT – BIRMINGHAM

Standing Tall – what we do?

Standing Tall is ending homelessness one person at a time by supporting and placing people experiencing homelessness with stable jobs and safe homes. It's the combination of a stable job and a safe home that's providing a realistic pathway for the people we help to leave the streets for good. Our model is working with 80% of the people we help being still off the streets and in the same job one year later!

When a person is ready, we place them into a stable real Living Wage job with one of our employer partners. At the same time, we ensure these people have a safe home by placing them with one of our Amici Hosts.

After 6 months with one of our Amici Hosts, the person is ready to get their own place. In the next 12 months, we're expanding our operations from Birmingham, London and Manchester into Liverpool, Leeds, and Bristol. This expansion will mean we can double the people we will help from 45 to 90 each year.

The role

Standing Tall is looking for an exceptional implementer to deliver what we do in Birmingham. The organisation is looking for a versatile person who makes things happen and has exceptional emotional intelligence.

You will work to ensure the quality of Standing Tall's offer is retained and enhanced. You will be responsible for building relationships with local business owners, identifying, earning the trust of, and effectively assessing people who have been through homelessness and supporting our Amici Hosts. As a result, in a 12-month period, you will work to help 15 people to move away from the streets for good by matching them with stable jobs and safe homes.

The benefits we're offering

The role is a full-time hybrid role involving you working from our Birmingham office and from home, line managed by our Head of Operations. Standing Tall is offering an employment contract with an annual salary of £30,000 per annum and a NEST pension.

Standing Tall is a young organisation with a robust business model providing a real solution to reducing homelessness. The organisation is agile and has a fierce ambition to grow its impact. As a result, this role represents a huge



opportunity to make real change happen enabling you to develop with the role as the organisation grows.

Standing Tall is committed to diversity, welcoming applications from anyone who can demonstrate the key competencies we need. We celebrate diversity and we want to attract people who have had different life experiences.

Key responsibilities of the role

A. Employer partner businesses

1. Build good working relationships with key contacts in each employer partner business to understand the job role, introduce the person, arrange a start date, and then provide ongoing contact.
2. Liaise with key contacts in our employer partner businesses to ensure the recruitment process is efficient and is in the interests of the people we're helping.

B. People who have experienced homelessness

3. Build relationships with organisations and individuals within these organisations that work one to one with people who have experienced homelessness in Birmingham.
4. Communicate with these referral partners so they understand who represents a good referral for Standing Tall.
5. Work with each person for 12 months using our person-centred approach to enable them to leave homelessness for good.
6. Communicate with these referral partners to share current job roles that Standing Tall is working to identify individuals for.
7. Once you have received a referral, engage face to face with the individual for 4-6 weeks to assess their motivation and readiness for a full-time job role and provide effective person-centred support for 12 months.
8. Undertake necessary DBS checks on the individual.
9. When ready, match the individual with a job role and partner business that best suits their motivations, skills, and experience.
10. To work towards achieving a target of helping 16 people to start and sustain stable employment in a 12-month period.

C. Amici Hosts

11. Work with prospective Amici Hosts, receive applications, interview, then train successful Amici Hosts.
12. With your knowledge of our Hosts, make the best match between an Amici Host and a person we're helping.



13. Hold monthly catch ups with your active Amici Hosts to talk about progress and issues and ensure they are making a record of their monthly conversations effectively.
14. Work with the individual to secure their independent accommodation after 6 months with their Amici Host.

D. Organisational responsibilities

15. Be responsible to regularly update all relevant information for Birmingham on Monday.com, Standing Tall's CRM system.
16. Seek to identify local businesses, organisations, funding, and people in Birmingham interested to help Standing Tall and feed this information to the Head of Partnerships.
17. Developing good Comms content from the people you are working with in Birmingham.
18. Record all contact activity and progress made on Standing Tall's CRM system.
19. Contribute to the recording and collation of Standing Tall's social impact in relation to the organisation's Theory of Change.
20. Championing and developing Standing Tall's person-centred approach, supporting our Amici hosts to put this into action.
21. Taking a positive and collaborative approach to work within the Standing Tall team.
22. Representing Standing Tall in the best way possible by conducting yourself with integrity and adhering to the organisation's values.
23. Working within a small staff team, you will need to undertake a wide range of tasks to help the organisation maximise its impact.
24. The role will involve some evening (meeting with Hosts and the people you're helping) and weekend work so Standing Tall can respond to our stakeholders' needs. The role involves some to other cities to meet face to face with colleagues.

About You

For this role, we will assess candidates on the competencies below.

Competencies

1. Motivation (Essential)

A person with exceptional motivation with fire in their belly for social justice and has a genuine passion to help people reach their potential. The individual shows drive and capability to put Standing Tall's purpose and values into action.



2. Emotional intelligence (Essential)

What does this mean to us? Emotional intelligence means that a person has self-awareness, self-management, social awareness, and social management. A person with exceptional emotional intelligence can manage their emotions, read individuals and their motivations, and manage social situations to achieve the best outcomes.

3. Commitment to quality (Essential)

A person with an exceptional commitment to quality will naturally focus attention on delivering the highest standard of service as possible.

3. Resourcefulness (Essential)

Working in a small young organisation, when the person comes across obstacles and problems, they use their resourcefulness and initiative to still achieve the outcomes needed.

4. Resilience and adaptability (Essential)

A person with an exceptional resilience and adaptability to have a strong sense of identity and will change their approach to ensure outcomes are still achieved.

5. Leadership (Essential)

A person with exceptional leadership to bring all he or she has to offer to work with others to enable so the best outcome can be achieved.

6. Financial competence (Desirable)

A person with exceptional financial competence is confident in using financial templates to measure progress and understand the financial implications of how services are delivered.

7. Commercial thinking (Desirable)

A person with exceptional commercial thinking who can identify opportunities to build financial surpluses and deliver to secure these.

How Standing Tall's story began

Christy Acton, Standing Tall's Founder and CEO, used to work for a charity, responsible for running a night shelter in Birmingham. A considerable number of people coming into the shelter were ready and capable of starting and keeping a stable job. Over a 3-year period, 20 people were matched into



stable jobs being then able to move into their own homes. This is where the concept of Standing Tall began. As a social entrepreneur, Christy is determined for Standing Tall to make a significant impact on reducing homelessness in the UK.

Our Values

These are the set of values we live by at Standing Tall, helping to guide our work and actions. They are based on our beliefs and how we see the world!

1. We are people-focused - People are at the centre of what we do. Standing Tall is built upon care and compassion.
2. We believe in working together - Drawing on everyone's skills and experience, we can make change happen together.
3. We believe in what people can do - People have skills and strengths to offer and we're about building on these.
4. We champion innovation - We push boundaries and show the world how to make real, lasting change.
5. We are forward-thinking - We want to influence society to apply new ways of thinking. Changing what people believe is possible.
6. We believe in taking responsibility - Enabling purpose-driven organisations to use their position of trust and influence to make good change happen.
7. We treat everyone with dignity - We believe that all people should be treated with the respect and dignity they deserve.
8. We make good change happen - We know good change is possible. A change in situation, a change in perceptions or a change for society.

How to apply

Please email a covering letter setting out your competencies for the role along with your CV to hello@standingtall.org.uk before the deadline of 5pm on Thursday 11th April 2024.

If you are shortlisted, you will be invited to an assessment centre day in Birmingham will take place on Tuesday 23rd April (9am-5pm). Please keep this date free as we will not be able to offer any other date.

If you do not hear from us, please assume you have not been successful. As a small organisation, we do not have the capacity to provide feedback.