

Empowerment Worker - Role Description

HiA Foxhill is a local charity and a franchise of the national charity Hope into Action, which aims to mobilise, unite, and unleash Christian prayer, investments, donations, and relationships to fight the injustice of homelessness.

HiA Foxhill will provide housing and support for up to 2 years for individuals at risk of homelessness, with the aim of empowering them on to the next stage of independent living. We currently operate 2 houses: 1 house for 3 young women leaving the care system and 1 house for 2 young male refugees. In the future the profile of the tenants and number of houses may change.

We are about to invest in a 3rd house and this drives the need for an additional Empowerment Worker.

The HiA model comprises various elements of support:

1. Housing
2. Coaching and guidance from a Tenant Empowerment Worker
3. Weekly informal support from Friendship & Support volunteers (typically one per Tenant)
4. Prayer

We seek to encourage Tenants to take responsibility for their own lives, in the thoughts they have, the decisions they make and the behavior they choose. We see a major difference between **enabling** and **empowering** and we strive to seek the latter. Tenants are with us for up to two years and by the end of their tenancy the aim is for them to be able and willing to live independently and without support. Therefore, one of the key roles in any house opening is that of 'Tenant Empowerment Worker' (EW). Support and Empowerment is provided in close cooperation with Local Authority provision, as appropriate.

The role:

The EW will work with the Franchise Lead of HiA Foxhill and our existing Senior EW. Working in the Fox Hill area of Bath the role will initially require 8 hours per week, with a goal to increase to 16 hours within 12 months (depending on growth of the charity). The role will be paid at the rate of £14.50-£16.50 per hour, depending on experience of the successful candidate. The role is broad, but in short, the EW is responsible for the following:

Tenant Support

- The referral process of tenants to HiA Foxhill and selection of tenants
- Weekly meetings with tenants, including relevant paperwork and development plans
- Addressing support needs and encouraging tenant's autonomy
- Set up rental payment and equip the tenants to manage this. Advocating for the tenant to other agencies when appropriate
- Communicating and acting as first line of enforcement of House Rules

Hope into Action: Foxhill

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House Support

- Monthly Property Checks and relevant actions
- Monitoring House furnishing and advising any maintenance needs to the Maintenance Team.

Church Support

- Liaising with the Church volunteers (aka the Friendship volunteers) and the Prayer Group, maintaining open and clear channels of communication

Other

- Liaise with HiA Foxhill Franchise Lead on any concerns, opportunities, risks or observations which might make HiA Foxhill safer or more effective.
- Occasional fundraising, grant writing or networking opportunities
- Attending HIA:UK training, quarterly online meetings and network support
- Adhering to relevant HIA policies, processes and procedures
- Prayerfully covering the project and seeking God's will
- Other tasks from time to time as mutually agreed

Who is best suited to the role?

By and large the role's success will ultimately depend on the EW's ability to empower tenants and enthuse volunteers. This will require a balance between love, forgiveness, and grace on one side, with the ability to make tough decisions, and maintain a professional and disciplined approach on the other, with consistent boundaries.

We love diversity and we value your unique skills, strengths, knowledge and experience. Becoming one of our team may realise your potential, helping us to raise our performance in empowering those we serve.

The role of the EW is often referred to as the 'glue' that keeps all the parts of the project together. EWs are not only supported by HiA Foxhill, but they can also make use of the national Hope into Action advisor assigned to their location. We also encourage peer support across the Network, as we are aware that often the best advice for an EW can be from another EW! We are also keen to not be heavily reliant on hierarchical structures but strengthen horizontal support and learning.

EWs need emotional resilience, the ability to multitask, problem solve, think quickly and adapt to changing situations. They must have a very big heart for the homeless and vulnerable and be passionate about the church rising to the challenge of social injustice. Organisation and excellent communication skills are also a must.

Closing Date: **Monday 18th Nov**

For more information, please contact Rob Clay – rob.clay@hopeintoaction.org.uk

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