

## CREATIVE PRACTITIONER – PROJECT LEAD

### Job Description and Person Specification

<b>JOB DESCRIPTION</b>	
<p><b>AVENUE:</b> Avenue is a charity, based in Aberdeen, that provides support to families and individuals across the North East of Scotland, with a focus on relationships, wellbeing and children. We offer a range of services to encourage personal growth, strengthen relationships, promote family wellbeing, support children and enable healthy environments for all. We are working towards a world in which happy, healthy people enjoy harmonious and respectful interactions in all aspects of their lives.</p>	
<p><b>VALUES:</b></p>	<ul style="list-style-type: none"> <li>• Effectiveness</li> <li>• Integrity</li> <li>• Respect</li> <li>• Credibility</li> <li>• Innovation</li> <li>• Independence</li> </ul>
<p><b>AIMS:</b></p>	<p>To provide collaborative leadership to a new project team in order to ensure required project outcomes are delivered</p> <p>To develop and deliver group and individual creative engagements to young people and parents/ carers to enable the exploration of positive frameworks for relationships in their personal lives.</p> <p>To act as part of Avenue’s team, supporting service development in response to the changing environment and the needs of the people who use our services.</p>
<p><b>MAIN DUTIES:</b></p>	<ul style="list-style-type: none"> <li>• To lead the development and delivery of the 3-year project plan in order to achieve required outcomes within budgetary and timescale restraints.</li> <li>• To liaise with the funder, building a positive working relationship and providing required information in a timely manner</li> </ul>

- To provide line management and support to the project team of creative practitioners and the young people involved in project delivery.
- To establish and maintain standards for accurate and up-to-date recording on Avenue systems in a timely manner, in line with Avenue's standards.
- To share your creative expertise with groups and individuals
- To deliver enjoyable, trauma- and therapy-informed creative engagements that enable young people to explore positive frameworks for relationships
- To support young people to deliver creative workshops to their families, sharing their learning
- To support young people to celebrate their creative activities (eg through exhibitions, events, publications).
- To deliver engagements to young people's parents/ carers to increase their understanding of positive relationships
- To be an active member of Avenue's leadership team, at all times modelling behaviour that reflects the high practice standards to which Avenue aspires.
- To work alongside colleagues in Avenue's leadership team to develop organisational training and CPD.
- To work alongside colleagues in Avenue's leadership team to provide safeguarding support to the organisation.
- To build positive and productive working relationships with colleagues within Avenue, and in partner agencies and organisations, acting as an ambassador for the aims and objectives of this project and Avenue.
- To deliver person-centred, rights-respecting responses that build a relationship of trust and respect with individuals and support positive mental health and wellbeing. Avenue is committed to being an active participant in delivering the transformational work of the Promise.
- To maintain a focus on positive outcomes, remaining responsive to the needs of the people using our service throughout their engagement with Avenue. This might

	<p>involve (eg) using a range of techniques, liaising with colleagues and exploring other options where necessary.</p> <ul style="list-style-type: none"><li>• To be available for in-person working, in Avenue's base and across community venues, and willing to travel to engage with young people and their families</li><li>• To work within Avenue's risk assessment frameworks, taking personal responsibility to ensure that all people who use the service do so safely.</li><li>• To manage a wide and varied caseload, prioritising appropriately and responding to the individual needs of the people who use Avenue's services.</li><li>• To ensure compliance with Avenue's processes, policies and procedures, in particular Data Protection, Confidentiality, Safeguarding and Child Protection, Equality and Diversity, and Professional Boundaries.</li><li>• To undertake any other reasonable duties, as requested by your line manager.</li></ul>
--	--

<b>PERSON SPECIFICATION</b>	
<b>REQUIRED KNOWLEDGE, EXPERIENCE AND SKILLS</b>	<b>ESSENTIAL / DESIRABLE</b>
Demonstrably skilled Creative Practitioner	E
Proven experience of successful leadership of a team, preferably a team of Creative Practitioners	E
Have completed, or be willing to complete, an ARTiculate training course (or similar)	E
Experience in delivering group creative engagements to young people (aged 10 to 25) and adults, particularly with vulnerable people	E
Experience in delivering individual creative engagements to young people (aged 10 to 25) and adults, particularly with vulnerable people	E
Demonstrable ability to develop and deliver creative projects to meet desired outcomes within budgetary and timescale restraints	E
Demonstrable understanding of mental health, and the power of creativity in maintaining positive wellbeing	E
Demonstrable understanding of relational practice, and the importance of positive relationships in personal development and wellbeing	E
Demonstrable strong communication skills, both written and verbal	E
Demonstrable ability to work well on own with minimum supervision, using personal initiative	E

Evidence of continuous professional development	E
Ability to travel across Aberdeen and Aberdeenshire as required	E
Demonstrable high standard of IT literacy, including ability to use Office 365 and Avenue's contact database	E
Demonstrable ability to use creative software (eg Adobe Creative Cloud or similar)	D
Valid driving license and access to a car	D
Understanding of the third sector and a desire to make a difference	D