**RECRUITMENT PACK**

**Charity Administrator**

**(£29,507 inc OLW)**

**1 x full-time post (35hpw)**

**Office-based in Croydon**

# **Contents**

* Overview about Off the Record, the vacant posts and how to apply
* Job Description & Person Specification for available posts
* Application Form and Equality & Diversity Monitoring Form

Thank you for downloading this application pack and looking at the roles we have available.

We are currently recruiting for a number of roles and full details can be found on our website [Careers (talkofftherecord.org)](https://www.talkofftherecord.org/get-involved/careers/)

This application pack provides the information for the **Charity Administrator** role. We are currently recruiting for one full-time office-based Administrator supporting our mental health work with children and young people.

The application form is at the back of this application pack. Please read the whole pack before completing the form and make sure you refer to the job description when you complete the person specification section of the form. Please provide evidence that you meet the person specification.

Off the record is an award-winning young people’s mental health charity offering a range of support services for children and young people across the London Boroughs of Croydon, Sutton and Merton. The charity is currently celebrating its 30th anniversary with the aim of “showing up for all young people’s mental health in South West London”. South West London is a vibrant and diverse area and we’re keen to ensure our staff team reflects our local communities. In 2019 our mental health work was recognised with a national GSK Impact Award.

**Our Current Vacancy**

We are an outward looking charity with a compelling reputation for delivering professional support services to young people in South West London coupled with the motivation to develop new and innovative responses to young people’s mental health needs. This was particularly tested when the Covid pandemic forced us to quickly pivot all our provision to remote working. However, we met the challenge, training staff in new ways of working and integrating new offers that have now become part of our ongoing work supporting children and young people’s mental health.

Post-pandemic, the well-documented rise in mental health needs amongst young people has resulted in unprecedented levels of demand for our services. Nationally, the need to modernise and transform mental health services alongside the need to increase service capacity has been recognised and, as a result, we have expanded our staff team and broadened the range of mental health interventions we offer to young people. At our core is a commitment to strong active engagement with young people and creating support that’s relevant, flexible and accessible. Young people need to be ‘at the heart’ of all our service design and we’re committed to making sure young people are able to ‘get help now’ when they first reach out for it, at the point of need rather than availability.

We’re currently recruiting one full-time **Charity Administrator**. The post is office based and offer a great opportunity for a varied role in a forward-facing young people’s mental health charity. The job description in this pack provides a generic overview of the Administrator role. Administrators are based centrally with other support staff. Our Administrators are a vital and valued part of our team supporting and enabling the work of our mental health practitioners and the work of the Charity overall. Administrators report directly to the Operations Manager and will work collaboratively within a team of administrators covering different services as needs arise.

**Working for Off the Record**

We have a committed team of around 70 paid staff and our work is funded through a variety of sources including South West London ICB, London Boroughs of Croydon & Sutton and the Wimbledon Foundation. Some staff are based in our borough-based services but increasingly staff are being given opportunities to work in across initiatives such as our First Contact Team.

We recognise our staff are our greatest asset and we invest in ensuring staff are supported, trained and managed in their role. Many of our staff have worked with us for several years including a substantial number who originally began working with us as volunteers or trainees. Staff have access to regular internal and external training opportunities and to staff benefits including a company pension, an EAP and store & event ticket discounts.

**Commitment to Equality, Diversity & Inclusion**

Off the Record is fully committed to the principles of Equality, Diversity & Inclusion. This commitment is demonstrated through our recruitment processes; our proms and comms; our staff training and development; the development of new and innovative community-based services and the wearing of our rainbow lanyards.

Off the Record’s senior management team are responsible for leading, driving and delivering OTR’s diversity commitment actively ensuring equality of access and outcomes for all children and young people. OTR is engaged fully in achieving equality of opportunity including ensuring that its workforce understands, complies with and promotes our inclusion policies in their day-to-day work.

**Applying for the Post**

This information pack has the Job Description and Person Specification for the Charity Administrator role. Information about any other available posts are on our website [Careers (talkofftherecord.org)](https://www.talkofftherecord.org/get-involved/careers/)

The application form is at the back of this application pack. Please complete the application form and the equality & diversity monitoring form and return them via email to [recruitment@talkofftherecord.org](mailto:recruitment@talkofftherecord.org) **by midday on Monday 28 October 2024**.

**Please only return the application form and diversity monitoring form not the whole application pack.**

Decisions about who to invite for interview will be based on how well someone demonstrates that they meet the person specification for the specific post, so please make sure you complete the application form fully and accurately, giving **evidence of how you meet each point** in the person specification and indicating your relevant knowledge, skills and experience. **Please note that CVs will not be considered.**

Email applicants will receive a confirmation of receipt and shortlisted candidates will be contacted as soon as possible after the closing date.

We hope you will be interested in this post. If you have any further questions please email [recruitment@talkofftherecord.org](mailto:recruitment@talkofftherecord.org) or visit our website for more information about our services.

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**OFF THE RECORD ADMINISTRATOR**

**Role Description**

**Title:** CharityAdministrator

**Responsible to:** Operations Manager

**Salary:** £29,507 p.a., inclusive of Outer London Weighting

**Hours:**  1 x full-time post (35 hpw).

Specific working hours negotiable but must include regular working in the late afternoon when young people are most available.

**Location:** Based on-site in Off the Record premises in Croydon. Based within a team of administrators working flexibly across different OTR services according to need.

**Role Purpose:** To be part of the administration team responsible for the administration of Off the Record’s services. The post holder will be the predominant point of contact for young people and professionals contacting the services and hence a sensitive and professional telephone manner will be of key importance. However, the post holder will **NOT** be acting as a mental health practitioner and will be expected to maintain clear boundaries between their role and that of the mental health practitioners.

**Contract:** This is currently a fixed term contract to 31/10/25 but may be extended.

\*All roles within Off the Record are subject to Enhanced Disclosure and Baring Service checks\*

This post includes occasional evening and weekend working for which TOIL will be given

**KEY RESPONSIBILITIES**

**Administration for the services:**

1. Providing general administrative support to service managers and practitioners including developing/maintaining electronic and paper-based administrative systems and procedures to support the work
2. Responding to telephone and email enquiries from young people, parents and professionals
3. Maintaining the service diaries, booking and managing appointments for clients and managing room availability
4. Managing central and service email inboxes ensuring that emails are responded to promptly and appropriately and that relevant staff are aware of actions taken/required
5. Managing new referrals to the services as agreed with the service managers including responding to referrers, raising and managing queries and database entry
6. Managing client endings in relation to endings letters to clients and referrers and closure on the databases
7. Managing the archiving and deleting of ended clients on the database and paper records
8. Direct database entry onto Off the Record’s database including responding to database queries and creating statistical reports
9. Assisting with organising respite trips and activities for our young carers service
10. Managing the administration of all support services provided to young people and parents, including building readiness, paperwork and reminder text/emails
11. Assisting with the creation and distribution of service publicity and information resources for use by counsellors and young people
12. Overseeing the work of administration volunteers, agreeing tasks and offering support as require
13. Dealing with any minor building maintenance, liaising with Off the Record’s Administration

Manager/Office Manager in relation to building maintenance and office supplies and other issues as appropriate.

1. Organising, attending and minute taking at meetings as and when required including staff meetings, Trustee meetings or cluster meetings with schools

**General:**

1. Undertaking the role of First Aider and Fire Marshall if appropriate
2. Undertaking training in new areas of work as required
3. Actively implementing the charity’s Equality & Diversity Policy in all aspects of the work
4. Attending Off the Record staff meetings, and training events
5. Any other tasks commensurate with the role

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**ADMINISTRATOR**

**Person Specification**

# **KNOWLEDGE, SKILLS AND EXPERIENCE**

1. Interest in and empathy for young people and ability to respond sensitively to young people in distress on the phone and in person and via email or text
2. Clear and professional telephone manner and excellent interpersonal skills
3. Ability to maintain clear working boundaries between the administrative role and the work of the mental health practitioners
4. Highly computer literate and confident using Office 365 and related applications
5. Confident in the use of databases including database entry and producing basic statistical reports
6. Ability to cope under pressure whilst managing a variety of tasks and maintaining attention to detail
7. Experience of handling confidential information and an awareness of Information Governance / GDPR Regulations
8. Strong experience of general office procedures
9. Ability to work flexibly, on own initiative and prioritise own workload
10. Very good organisational, administration and time management skills
11. Ability to work as part of a small staff team
12. Commitment to operating within the policies of the agency including confidentiality and Equality and Diversity
13. A proactive, ‘can do’ attitude to the role

###### JOB APPLICATION FORM

##### PRIVATE AND CONFIDENTIAL

Please read the information pack before completing this form

CV’s will not be considered

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| --- | --- | --- | --- |
| **Post(s) Applied for**: | **Full time Charity Administrator** | **Closing Date**: | Midday, Monday 28 October 2024 |

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| **Family name:** |  | **First name:** |  |
| **Address:** |  | **Email:** |  |
| **Home Tel:** |  | **Mobile Tel:** |  |

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| **Present Or Most Recent Post** | |
| **Name Of Employer:**  **Address** | |
| **Start Date:** | **End Date:** |
| **Job Title:**  **Salary:**  **Main Responsibilities:**  **Reason For Leaving:** | |

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| **Period of Notice Required By Employer:** |

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| --- | --- | --- | --- |
| **Employment History**: In chronological order from most recent  Please include any relevant unpaid work & account for any gaps in employment | | | |
| **Dates**  **From:** | **To:** | **Name of employer** | **Position held/ summary of duties** |
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| **Any additional training/qualifications relevant to this role:** | | | |
| **Dates**  **From:** | **To:** | **College/Institution** | **Qualification/Training attended** |

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| **Person Specification** |
| Please read the person specification(s) carefully and provide clear evidence of how you meet each of the requirements on the person specification.  *You may continue on a maximum of two supplementary sheets.* |
| **Anything else to add:** Is there anything else that you would like to tell us in connection with your application. |

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| Due to the nature of our work with children, young people and vulnerable adults, all posts within Off the Record are subject to Enhanced Disclosure and Barring Service checks. Please note that the receipt of a form showing previous convictions/cautions /warnings will not automatically exclude someone from becoming a member of staff/a volunteer at Off the Record.Previous criminal recordswill be considered in relation to their relevance to the work/placement applied for, the circumstances of the offence and the length of time elapsed since the offence.  If you have any concerns about this part of the application form, please contact the Director at Off the Record. |
| **Rehabilitation of Offenders Act (1974)** |
| Please give details of any unspent convictions, cautions, reprimands or warmings. |
| **Protecting Children** **& Young Adults** |
| Are you aware of any police enquires undertaken following allegations made against you, which may have a bearing on your suitability for this post? *If yes please give details:* |

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| **Additional Information** |
| Have you ever worked for Off the Record before in a paid or voluntary capacity? **YES / NO**  **If YES, please give details**  Do you need a work permit to take up employment in the U.K.? **YES / NO**  If offered employment you may be required to complete a Medical Questionnaire. Are you prepared to undergo a medical examination before starting employment if required? **YES / NO** |

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| **Referees:** Please give details of two people that we may contact for references one of whom should be your current or most recent employer. | |
| Reference 1 | Reference 2 |
| Name | Name |
| Organisation | Organisation |
| Address | Address |
| Postcode | Postcode |
| Contact Tel | Contact Tel |
| Mobile | Mobile |
| Email | Email |
| Relationship to you | Relationship to you |

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| **Declaration** |
| I declare that the information given in this form is complete and accurate. I understand that any false information or deliberate omissions will disqualify me from employment or may render me liable to summary dismissal. I understand these details will be held in confidence by the Company, for the purposes of ongoing personnel administration and payroll administration in compliance with the General Data Protection Regulations. I undertake to notify the Company immediately of any changes to the above details.  Given the nature of the job for which I have applied, I understand that any offer of employment will be subject to information on my criminal record being disclosed to the Company by the Disclosure and Barring Service.  Signed:  Printed:  Date: |

**Return completed Application and Equal Opportunities Monitoring form**

**by email to:** [**recruitment@talkofftherecord.org**](mailto:recruitment@talkofftherecord.org)

EQUALITY & DIVERSITY MONITORING FORM

**PRIVATE AND CONFIDENTIAL**

Off the Record is committed to ensuring that all aspects of its services are accessible to the whole community. In order to monitor the implementation of our equal opportunities policy, all staff, trustees and volunteers are asked to complete the details below. Completion of all or any part of this form is voluntary but we hope that you will feel able to provide the information requested as this is key to our monitoring procedures. These forms will not be used in any selection process and are strictly for monitoring purposes only.

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| **Date of Completion** |  | **Application Candidate No**  (for office use only) |  |

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| **Initials** |  | | **Date of Birth** | |  | |
| **Gender**  **(Please tick all that apply)** | Female  Male  Non binary  Trans  Intersex  Please write in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_­­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_ | | | | | |
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| **How would you identify yourself in relation to your cultural, ethnic or racial origin?**  **(Please tick any of the boxes below that apply)** | | | | | | |
| ***White***  White British  White Irish  White Other  ***Mixed***  White & Black Caribbean  White & Black African  White & Asian  White Other  ***Chinese*** | | | ***Black or Black British***  Caribbean  African  Other  ***Asian or Asian British***  Indian  Pakistani  Bangladeshi  Other  ***Any Other Background*** | | | |
| **How would you describe your sexual orientation? (Please tick one)** | | | | | | |
| Straight  Bisexual  Gay Lesbian  Asexual  Pansexual  Please write in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | | | |
| **Are you registered disabled?** | | No  Yes | | **Registration Number** | |  |
| **If you are not registered disabled, do you consider yourself disabled in a way you would like us to know about?** | | | | | | |
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