
Job Title	Female Housing Worker
Start date	ASAP
Wage	£25,000 per annum
Annual leave	25 days (plus Bank Holidays)
Working hours	35 hours per week
Office location	Poplar, Tower Hamlets
Line Manager	Housing Manager/ Director
Applications by	Monday 22 nd April 2024
Interviews	Week commencing 22 nd April 2024
Applications	Please email your CV and a completed application form to nicky@thisisgrowth.org .

ABOUT

GrowTH is a non-denominational Christian charity, which works in partnership with evangelical churches from a variety of backgrounds within the London Borough of Tower Hamlets.

GrowTH seeks to share God's love with its homeless neighbours in word and deed. So, alongside receiving practical care and help, all GrowTH guests have the opportunity to hear the good news of Jesus and to explore the Christian faith, if they wish.

GrowTH, has three main projects currently up-and-running, with a fourth on its way:

- **GrowTH Night Shelter:** provides volunteer-run winter shelter in Tower Hamlets. Homeless men and women are referred to GrowTH by local homeless agencies. Once accepted into the shelter, guests receive a warm welcome, a hot evening meal, a safe bed for the night, and breakfast in the morning. The resettlement support there provides every guest in the shelter with one-to-one support from GrowTH's two Advocate Workers to help them move out of homelessness, with the aim of resettling them into stable accommodation.
- **GrowTH Housing:** provides temporary (up to twelve months) move-on homes locally for some who have stayed in the shelter, in order to help them transition towards independence. This project provides affordable accommodation, plus tailored support from the GrowTH Housing team. We currently have 15 residents across 8 flats.
- **GrowTH Daycentre:** provides a safe space for guests to meet with the staff team for advocacy and support meetings. There is space for shelter guests to relax, to store their luggage and opportunities for both staff and volunteer-led social and evangelistic events, as well as prayer ministry.
- ***NEW FOR 2024* GrowTH Community House:** a residential home for men, supported by live-in staff workers. The house will provide an opportunity for men seeking a fresh start to confront deep rooted issues impacting their lives, within a safe, loving, disciplined and family environment.

It is an occupational requirement for the candidate to be female due to this being a role that supports our female residents.

Key Responsibilities

1. Provide practical, emotional and spiritual support to our female residents (as well as some male residents) during their stay in GrowTH Housing.
2. Build partnerships with external agencies.
3. Provide opportunities for residents to grow in faith and to develop relationships with volunteers outside the project.
4. Assist with the maintenance of the properties and furnishings.
5. Assist with any additional tasks related to GrowTH Housing.

Detailed Responsibilities

Provide practical, emotional, and spiritual support to residents during their stay in GrowTH Housing.

- Conduct keywork meetings with residents – supporting them in a number of areas including housing & tenancy, finances, physical & mental health, employment & training, as well as other ad hoc support needs that may arise.
- Provide practical support to residents in the caseload, such as completing application forms on behalf of the residents or assisting them to access specialised support from other organisations or services.
- Assist residents to manage their tenancy within the project – including helping with their benefit housing costs, service charge payments, addressing any issues, or preparing warning letters to residents.
- Assist residents with their emotional and spiritual needs when appropriate.
- Ensure all residents complete feedback forms.

Build partnerships with external agencies.

- With reference to the support directory, build relationships with external agencies to seek support for:
 - Residents – For example, finding new sources of specialised support, new sources of move-on accommodation, and helping source furnishings for move-on accommodation.
 - GrowTH – For example, helping source funding or second-hand items for use within GrowTH Housing.
 - Accessing churches – Liaising with our local church network to ensure that residents can be linked in with the ministries and resources being offered by the churches or linked with appropriate church volunteers.

Provide opportunities for residents to grow in faith and to develop relationships with volunteers outside the project.

- Pray daily for the residents of GrowTH Housing.
- Sensitively and appropriately initiate conversations about faith and Jesus with residents.
- Help to facilitate a spiritual programme for interested residents, such as bible studies or Alpha courses.
- Assist residents who are interested, to access local church communities, including Sunday services.
- Arrange social events, and invite volunteers, to encourage relationship building.

Assist with the maintenance of the properties and furnishings.

- Ensure that decoration, fittings, and furnishings are of good quality and are fixed or replaced when needed.
- Liaising with landlord and contractors regarding repairs and maintenance works required, including obtaining quotes for various works.

- Carry out weekly flat checks to ensure fire, health & safety regulations, and Growth's standards are upheld in the properties.
- Clean vacant rooms in preparation for new tenants.
- Resolve issues with utility providers as requested by housing manager and/or director.

Assisting with any additional tasks related to Growth Housing.

- Participate and occasionally lead prayer meetings with the wider Growth Team.
- Report to the Growth Housing Manager on a regular basis.
- As with any small charity, there will be times when you will need to assist in other reasonable tasks outside your job role.

PERSON SPECIFICATION

Personal faith and values	<ul style="list-style-type: none"> ● Faith in the Lord Jesus Christ as their personal saviour. ● Personal alignment with the Evangelical Alliance's Statement of Faith and their Pastoral's Statement on Sexuality. ● A committed member of a local church. ● An understanding and practice of evangelical Christian belief and a lifestyle and conduct that are compatible with those beliefs. ● Experience of sharing faith with marginalised adults. ● An understanding of Jesus' compassion for those without home, hope and help. ● Faith that God can save and transform any person, regardless of their situation. ● Passion for sharing the Gospel.
Experience	<ul style="list-style-type: none"> ● Experience of working with people from a variety of backgrounds. ● Experience supporting marginalised people (desirable).
Skills	<ul style="list-style-type: none"> ● Excellent interpersonal skills. ● Good organisational and administrative skills, including the ability to prioritise tasks and manage competing demands. ● Good written and oral communication skills. ● Competent computer use, including Microsoft Word and Excel.
Personal Requirements	<ul style="list-style-type: none"> ● Ability to take the initiative and work unsupervised at times. ● Ability to learn quickly, think creatively and problem solve. ● Ability to work under pressure and juggle many tasks. ● Ability to be flexible. ● Ability to remain patience and stay calm in difficult interactions. ● Punctual and reliable. ● Ability to treat residents as equals and spend equal time with all residents. ● Good listener. ● Ability to communicate clearly and effectively with those with limited English. ● Ability to build a relationship of trust with people of varying ages, backgrounds, cultures, and religions. ● Willing to undertake any tasks necessary to support Growth and get 'stuck in' with even the most menial of tasks. ● Keen eye for detail.



Additional Desires	<ul style="list-style-type: none">• The ability and willingness to occasionally drive in Tower Hamlets would also be an advantage.
---------------------------	--

Vision, Mission and Values

This Policy sets out the vision, mission, and values of Growth in accordance with the Articles of Association:

1. Vision

To see God transform the marginalised in Tower Hamlets, for His glory.

2. Mission

To mobilise churches to respond to homelessness in Tower Hamlets.

We provide safe and welcoming shelter, hospitality and housing through local churches and partners, to give a fresh start to those who are marginalised and an opportunity to experience the love of Christ.

3. Core Values

We are CHRISTIAN

We build connection and community through committed relationships with our guests and partners, motivated by compassion and God’s love, and so:

We are LOVING

Our staff and volunteers care, encourage and support our guests through practical love in action.

We are a PARTNERSHIP

Working together we maximise community resources through our network of churches, referral agencies and housing associations to multiply our impact.

We bring HOPE

We point people to Jesus to find hope now and forever.