

Refugee Trauma Initiative

Job title: Trainer and Practitioner	
Team: Programmes	Location: London. Role will include travel to visit RTI team in Greece and to visit/train in country partners
Contract Length: 12 months (with a view to extending)	Salary: 30-35k dependent on experience (paid as a consultant to start with)
Background <p>Refugee Trauma Initiative (RTI) is at a critical stage in its development. Founded in 2016 RTI is committed to supporting community and frontline workers to bring non-clinical mental health support to every child and family affected by violence and displacement. Our mission is to help communities heal from violence and displacement. Our vision is a world where a caring mental health worker is within reach of anyone affected by trauma.</p> <p>After five years of delivering direct services for families, young children, young people and men and women in Greece, RTI will expand its geographic scope, replicating its model to train frontline workers and support local organisations in additional countries and communities.</p> <p>RTI seeks an experienced trainer/facilitator and practitioner with child, adolescent, young people and/or vulnerable adult therapeutic experience to support our expansion. The postholder will join RTI's programmes team to deliver therapeutically-informed training on themes centered around trauma-sensitive, identity-informed and values-based practice. The postholder will be responsible for taking non-specialist facilitators and those trained in other modalities through a training and development journey to set up safe, healing, community services for displaced refugee communities, according to RTI's models and expected standards. The role holder will be expected to review, develop, and deliver training modules and support the accreditation of RTI training courses. The role holder needs to feel confident delivering training and capacity building in person and online.</p> <p>Applications are strongly encouraged from people with lived experience as refugees or with second-generation experience.</p>	

Safeguarding:

The role-holder will have experience working according to ethical and good practice safeguarding principles. They will be expected to adhere to and promote RTI's Child and Vulnerable Adult Safeguarding Policies as they will be involved and responsible for programmes working with children and vulnerable groups in different settings.

Role Objectives:

- To join RTI's programmes team as a lead trainer responsible for delivering high quality, experiential training in person and online.
- To design and deliver RTI's training modules in a dynamic and engaging way on themes including safeguarding, trauma theory & trauma-sensitive practices; culturally competent and values-based practice and collective healing methodologies (movement, music, storytelling, healing play and more!)
- To train and capacity build non-specialists with no previous mental health training, from a range of countries, with different life experiences to set up safe, healing, community services for displaced refugee communities
- To provide training and capacity building to large aid agencies to support their services to become more trauma-sensitive and identity-informed
- To provide bespoke consultation and capacity building support to partner organisations to adapt, develop and implement programmes appropriate to their context and according to RTI's principles and practices
- To support and monitor partners capacity to implement services for young children and their families, youth & adults that meet an expected standard
- To review and develop RTI's training materials to include relevant, current, global, research
- Hold project management responsibility for appointed projects, developing and following project plans, overseeing RTI projects/services according to agreed standards and timelines

Responsibilities include:

- Develop high quality, interactive trainings in person and online training according to RTI's pedagogical approach
- Deliver engaging, accessible, interactive trainings with a diverse range of trainees/audiences, taking training participants on an experiential journey that facilitates them to understand and incorporate the training objectives

- With RTI's Programmes team review and develop RTIs training and capacity building resources including manuals, training guides and session plans
- Provide bespoke capacity building support to a range of RTI programme partners organisations to support them to deliver their adaptations of RTI's models to a high standard
- Travel throughout the year to visit, train & observe practice of RTI partner organizations
- Project manage RTI projects as needed
- Share your pre-existing expertise & research and learn about trauma across cultures to develop RTI's programme offers
- Work with the RTI Programmes and Operations team to prepare for future expansions to new regions/countries:
 - Assess & review partner applications
 - Travel to meet new potential partners
- As relevant, review translated training materials. Where necessary, act as a liaison between RTI and translation services to ensure accurate, quality translations.
- Work with RTI's Head of Programmes, Clinical Lead, Learning, Monitoring, Evaluation and Research officer to design and implement Monitoring and Evaluation tools which assess impact according to our objectives, and incorporate key feedback findings
- As relevant, contribute to or lead on writing research papers that share RTI's practice and learning with relevant audiences
- Be flexible to take on new pieces of work as required that fit within this role's remit and the post holder's specialism as RTI develops its unfolding workplans.

Therapeutic work (as needed, and fits with your main role):

- Provide reflective practice supervision spaces for humanitarian workers, including community (refugee) psychosocial workers
- Facilitate online therapeutic psychosocial trauma psychoeducation groups with displaced communities.

Qualifications and Experience:

- Previous work experience with refugee/displaced communities
- An experienced trainer/facilitator
- Experience delivering interactive training online and in person
- Excellent at presenting complex material in an accessible and engaging manner
- Experience delivering trainings to groups with mixed genders, languages, cultures, ethnicities, religions, (dis)abilities
- A practitioner with experience working with relevant populations, with an understanding of therapeutic processes
- At least 5 years' experience of working children, young people, or vulnerable adults with psychosocial needs
- Leadership and project management experience
- Excellent writing skills in English
- Committed to the RTI mission and to going on a minimum two-year journey with RTI
- Able and willing to travel for work for 30% of the year

Desirable but not essential:

- Written and spoken Arabic or Farsi/Dari

Skills and Behaviors:

- Holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling RTI values.
- Excellent at initiating and managing own work
- Excellent verbal and written communication skills, including ability to effectively communicate with internal and external stakeholders
- Ability to work independently and to carry out assignments to completion within parameters of instructions given, prescribed routines, and standard accepted practices
- Must be able to work under pressure and meet deadlines, while maintaining a positive attitude
- Understands the importance of a supportive working culture and works actively to engage with the team and its rituals
- Delivers work to a high and professional standard
- Has an aesthetic sense for digital content

- Team player, able to work independently and as part of team
- Ability to work sensitively and effectively in diverse multi-ethnic, multi-faith contexts
- Passionate about human rights, social justice and equity

Benefits:

- RTI offers Psychological Support Fund for its employees and are eligible to apply after the end of the probation period.
- RTI offers reflective supervision to all staff

How to Apply:

Please send your CV and motivation letter to dea@refugeetrauma.org by midnight on Tuesday 30th November 2021. In your motivation letter please address the following four points:

- What attracts you to this role and working with RTI?
- What makes a great training to you?
- How is the way you work values-based, trauma-sensitive & identity-informed?
- Why do you want to travel as part of your role?

For more information on RTI's work please visit our website: www.refugeetrauma.org

Only Shortlisted candidates will be contacted.