



We're looking for a **Reoffending Reduction Project Officer** to join the Saracens Foundation team. This role will match the Charity's aims for growth in the coming months as we aim to achieve the key milestones set out in our vision and strategy.

Since its inception in 2000, the **Saracens Foundation** has worked in the surrounding areas of Hertfordshire and North London delivering more than 30 projects in these local communities where sport is used as a tool for empowering social change in behaviour to lead active, healthy and rewarding lives.

The role will report directly to the Development Manager within the Social Inclusion team.

Saracens is an inclusive, people first organisation. A core part of achieving our mission is that our workforce is diverse and reflective of the community that we serve. There will be no discrimination in our recruitment and selection processes, nor when considering pay and benefits. We encourage people from all backgrounds to apply for the position and join us on our mission to enrich lives through sport and entertainment. (You can read more about [diversity and inclusion here](#)).

If you are excited by the idea of working with our Foundation team, we'd love to hear from you.

JOB TITLE:	Reoffending Reduction Project Officer
LOCATION:	Stone X Stadium, Hendon
CONTRACT TYPE:	Permanent, Full Time
KEY STAKEHOLDERS:	All internal departments and external stakeholders
REPORTS TO:	Development Manager
SALARY:	£25,000-£28,000

PURPOSE OF THE JOB:

Get Onside is the Saracens Foundation's eight-week prison project that introduces participants to rugby, whilst also delivering educational and life skills workshops. The programme is designed to engage prisoners, instilling positive values that can be used to further prospects upon release. The aim of Get Onside is to develop a sense of self-confidence and self-esteem that allows participants the opportunity of a future free of crime and reoffending behaviours.

A Reoffending Reduction Project Officer will be tasked with leading the educational workshops with prisoners inside HMYOI Feltham & HMP The Mount as well as delivering practical rugby sessions. The rugby sessions allow the participants the chance to learn new skills and be a part of a team. The ideal candidate will be able to nurture a strong team spirit between the participants that enables high-level engagement with the life skills sessions. The successful candidate will also be responsible for coordinating the course curriculum, whilst also managing the budget and administrative side of the programme.

Key Roles and Responsibilities

1. To lead on the delivery of the Get Onside programme, both in the classroom-based workshops and on the rugby pitch.
2. Support graduates in their first year of release.
3. Recruit and engage employers in our mentor training scheme.
4. Assists in the development of creative ideas to improve projects, engage beneficiaries, and provide the greatest impact on people and communities.
5. Support and lead in the design, delivery, and coordination of projects, including budgeting and administration.
6. Responsible for scheduling and relationship management with external providers and guest speakers.

7. Ensures that work produced meets all objectives set, is done by the agreed time to the highest standard and achieves the best possible outcome for the Foundation.
8. Responsible for monitoring and evaluating the impact of the project and reporting to key stakeholders.

The successful candidate will have the following:

Skills

- England Rugby Coaching Award (ERCA) or Level 2 Coaching Award from RFU (or equivalent qualification from relevant Governing Body)
- A 'people's person' with excellent interpersonal skills with the ability to build strong internal and external relationships.
- Excellent people management skills
- Lived experience or knowledge of working with disadvantaged or excluded people in order to create positive change.
- Experience and knowledge of working with a wide variety of different demographics.
- An understanding of the sport for change and prison landscapes, and the desired impacts of these projects.
- Project management skills that will enable you to create and deliver projects that meet Foundation objectives.
- Able to quickly develop strong partnerships and relationships with key stakeholders (internally and externally).
- A 'self-starter' who can motivate themselves and others to achieve amazing impacts on communities
- Good communicator and facilitator with excellent presentation skills including ICT capability.
- Demonstrable experience of managing finances including budgets, tracking income and expenditure and ensuring that projects remain cost effective.
- A 'people's person' with excellent interpersonal skills with the ability to build strong internal and external relationships.
- Self-starter, driven, ambitious, caring and empathetic.
- Ability to work to strict pressured deadlines on occasion.
- Creative in their thinking and approach to work with impact at the forefront of all ideas.

Desirable

- An understanding of lived experiences of challenges faced by prisoners in prison and in the community.
- Experience of working within an elite sport foundation that sits alongside an elite sport club.
- Experience of creating and delivering inspiring interventions in order to create a positive experience.
- Experience of working with external stakeholders to add value to community based programmes.
- Experience of mentoring vulnerable, disadvantaged or excluded people.

Personal Characteristics

- You have a relentless focus on getting the jobs done and are a great team player.
- You thrive in and promote a culture of **hard work, discipline, honesty, and humility** to deliver results.
- You manage projects, activities, and resources effectively, assuming personal ownership and accountability for results.
- Proven ability to challenge and influence others
- You work well under pressure
- You are an ambassador for sport for change
- You instil a continuous improvement mindset and champion best practices

BENEFITS

Compensation



- The Foundation conduct an annual pay review. However, proactive pay increases may be implemented to reflect growing responsibilities.

Working from home

- This role is split between working in the prison, StoneX Stadium or at home. We all work from the office on **Mondays & Thursdays** and have the option to work from home Tuesdays, Wednesdays & Fridays. This keeps team collaboration and engagement high.
- If you are normally office-based, you can still work from home occasionally - **as long as you have a good internet connection and a private, quiet space which allows you to do your best work.**

Holiday

- 25 days' holiday a year, plus bank holidays - please use them all!

Health & Wellbeing

- Paid sick leave for both physical & mental health.

Sports & Entertainment

- After work events including PT, football and tag rugby.
- Tickets for Saracens Home Games for you and your family
- Ballot tickets for International Rugby Games.
- Partner discounts

Family

- Enhanced paid maternity, paternity, adoption or shared parental leave, if you've been with us for at least 26 weeks.
- Life Assurance with Zurich.

Commuting

We're a member of the cycle-to-work scheme.

Applications should be made by submitting a CV and covering letter which address the following questions – **'Why I want to be a part of the Saracens Foundation Family'**. Completed applications should be sent to Sangita Asani, People Business Partner at recruitment@saracens.net.

Closing date for applications is **Friday 5th April at 5.00pm**

Saracens Group positively welcomes and seeks to ensure we achieve diversity in our workforce and that all job applicants and employees receive equal and fair treatment. We encourage applications from all candidates regardless of age, race, gender, gender identity, gender expression, religion, sexual orientation, disability, or nationality.

Disclaimer: due to the high volume of applications we receive, we reserve the right to close a vacancy earlier than the advertised date. This is to ensure our teams can manage application levels while maintaining a positive candidate experience. Once a vacancy has closed, we are unable to consider further applications, so please submit your application as soon as possible to avoid disappointment.



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