



A B I A N D A

Young Women and Girls Practitioner (1:1)

Recruitment Pack
January 2026



Working with young women and girls affected by
criminal exploitation and violence





Young Women and Girls Practitioner (1:1)

- Are you a skilled and curious practitioner who has experience working with young women and girls?
- Can you support young women to achieve their own best hopes and develop their independence and agency?
- Do you want to work for an ambitious, values-driven charity that believes young women are the experts on their own lives?

Abianda is a London-based charity that works with young women and girls affected by criminal exploitation and violence, and the professionals who support them. We exist to ensure young women are no longer hidden in our communities and can live free from harm and abuse. We aim to bring about a culture shift in how services are delivered to young women and girls, so that they can access support that works for them when they need it.

To find out more about our organisational culture, you can read [*Abianda at its Best: Our standards for safe spaces, equity, and belonging for Abianda's people here.*](#)

Job Summary

Abianda is seeking an experienced and collaborative Young Women and Girls Practitioner (1:1) to work with young women and girls aged 13-25 affected by criminal exploitation and violence as part of our flagship service, the Star Project.

As the Young Women and Girls Practitioner (1:1), you will take young women and girls through a tailored programme of activities, supporting skills development and critical thinking. You will work with young women and girls over a period of approximately 6 months, or up to 24 sessions. You can [read more about the service here](#).

If you have experience of delivering one-to-one sessions with young women and girls affected by criminal exploitation and want to support them to navigate systems, spaces and relationships safely and healthily, and advocate for their rights and needs, then we'd love to hear from you.

Job Details:

- Salary: £30,756 per annum, plus pension (reviewed annually)
- Full-time, 35 hours (however we are currently on a 31.5 hour-week trial that will likely be extended)
- One-year fixed-term contract
- 25 days holiday per annum, plus bank holidays
- Flexible working - hybrid working including from our office in London N5, from home and travel around London with the possibility of UK travel
- Reporting to Abianda's Head of Programmes - Borough Provision
- Abianda provides a generous benefits and training and development budget for all employees



Job Description

Key Duties and Responsibilities

Service Delivery

- Deliver *The Star Project*, providing specialist one-to-one, solution-focused support to young women and girls aged 13–25 in Islington who are affected by criminal exploitation and violence.
- Engage a minimum of 30 young women per year using Abianda's model of practice.
- Support young women to achieve their best hopes and the outcomes set out in Abianda's theory of change, including building independence, agency, skills, and connections to services and professional networks.
- Manage and respond to risk, disclosures, and safeguarding concerns in the context of criminal exploitation, working collaboratively within multi-agency networks.
- Maintain accurate and up-to-date case records, providing timely data and narrative reports to the Head of Programmes - Borough Provision.

Partnerships and Collaboration

- Build and maintain strong working relationships with statutory, voluntary, education, and community partners to improve identification, referral, and support for young women.
- Represent Abianda at meetings, forums, and multi-agency partnerships to share learning, identify themes, and contribute to collaborative solutions.
- Work in co-located settings such as Islington's Collaboration Action Network (I-CAN) and Targeted Youth Support (TYS), alongside colleagues to identify and support young women at risk.
- Develop links with specialist service providers to strengthen the support available for young women with additional or complex needs.

Safeguarding and Professional Practice

- Contribute to Child in Need meetings, Child Protection conferences, Early Help, and planning and review processes where required.
- Provide case consultations to professionals and colleagues on an ad-hoc basis, supporting them to respond to issues arising in work with young women.
- Apply contextual safeguarding approaches in all practice, ensuring the safety and wellbeing of young women remain central.

General Responsibilities

- Contribute to team learning and development by participating in team meetings, practice sessions, and organisational development days.
- Uphold Abianda's Practice Framework, quality assurance standards, and commitment to continuous professional development.
- Ensure young women's voices inform programme design and delivery, embedding participation and equality across all areas of work.
- Support Abianda's wider systems change and external engagement efforts, including contributing to networking events and cross-organisational collaboration.



- Engage in regular supervision and reflective practice to support wellbeing, learning, and professional growth.

Person Specification

Knowledge, Skills & Experience:

- Experience of delivering one-to-one and/or group work with young women and girls affected by or at risk of criminal exploitation and violence.
- Professional qualification in social work, youth work (JNC), or equivalent experience.
- Working knowledge of local authority child protection procedures and contextual safeguarding, with experience contributing effectively to these processes.
- Experience of managing risk and responding to safeguarding concerns in the context of criminal exploitation, “gangs”, and/or serious youth violence.
- Experience of advocating for young people and navigating statutory safeguarding and policing systems.
- Communication, organisational, and record-keeping skills, including accurate case management, monitoring, evaluation and timely reporting.
- Experience of delivering training, presentations, or public speaking.

Key Competencies:

- Engagement – able to build trusting, respectful relationships with young women and girls, including those who may be resistant to professional support.
- Collaboration – works effectively within multi-agency settings, contributing to strong partnerships across statutory, voluntary, and community organisations.
- Practice Application – confident in applying Abianda’s practice model to engage young women and support them to achieve their best hopes.
- Professional Boundaries – manages disclosures, safeguarding responsibilities, and professional boundaries while maintaining a young woman-centred approach.
- Reflective Practice – engages in reflective learning and contributes to shared practice development within a team setting.

Key Attributes:

- Commitment to promoting belonging, equity, diversity, and anti-discriminatory practice within the organisation.
- Strong values alignment with Abianda’s principles, recognising young women as experts in their own lives, ensuring they participate in building and influencing services, challenging traditional power hierarchies in service delivery, and upholding a fundamental belief in young women’s strengths, resources, and competence.
- Proactive, flexible and willing to go the extra mile to support young women and girls.
- Curious, open-minded, and willing to learn from young women and colleagues.
- Commitment to ongoing professional development, supervision, and reflective practice.
- Willingness to travel across London to meet young women and girls where they are.



How to apply

To apply, please send your CV and a supporting statement (max. 1,000 words) detailing why you want to work for us and how you meet the skills and experiences listed in the person specification to Sam at sam@abianda.com. Please note, if you would prefer, you can submit your application via video or voice recording (no longer than 5 minutes) or a PowerPoint presentation (no longer than 5 slides).

Please also download and [our equal opportunities form](#) (this is optional).

Find out more about what to expect [when applying for Abianda here](#).

Early applications are encouraged and we may close the job vacancy if we receive sufficient applications. Applications will be received and reviewed on a rolling basis. **The deadline for completed applications is 11.59pm Wednesday 11 February.**

Interviews will be held on 24 and 25 February at our office in London, N5 2EF. Please let us know when you submit your application if you are not available on either of these dates.

Abianda is a Disability Confident employer. We aim to offer a disabled candidate who meets all of the essential requirements of the role an interview.

If you would like to have an informal conversation about the role, please contact our Head of Operations Sam at sam@abianda.com. Sam is not on the recruitment panel.

All applicants are requested to complete a criminal record self-disclosure form at interview stage. We value the lived experience of our applicants and all disclosures will be reviewed on a case-by-case basis.

Please note

- Due to the work we do, Abianda's roles are subject to an Occupational Requirement on the grounds of the protected characteristic of sex. We are a women's-only employer, and as such, this position is exempt under Schedule 9 of the Equality Act 2010. For the avoidance of doubt, all women including trans women are welcome to apply for and hold such roles, as are non-binary people if the applicant believes that their lived experience aligns with that of women and girls.
- We particularly welcome applications from disabled people, people of colour, the LGBTQ+ community and people from different socio-economic and educational backgrounds.
- We encourage applications from people from all walks of life, including those who may have had exposure to similar experiences that young women across London are facing.