



Head of Harm Reduction and Engagement Application Pack



A message from our CEO



Dear candidate,

We're excited you're considering joining our fantastic team. No Limits is an exceptional charity, with children and young people at the heart of everything we do. The need for our services has never been greater and the positive impact we have is significant: often life changing or saving. We are a large local charity, with a committed staff and volunteer team of more than 200, collectively driven by a passion to make a difference to the lives of the children and young people we serve.

Our **Head of Harm Reduction and Engagement** role offers a unique opportunity for a dynamic and motivated leader. As a key member of our Senior Management Team, you will lead the delivery and development of our drug and alcohol support (DASH) service, detached outreach provision, and work at the forefront of youth empowerment and participation. You will be our subject expert in harm reduction, criminal justice, and engagement with vulnerable and marginalised young people. The role will also provide leadership for our response to our organisational Diversity, Equity and Inclusion (DEI) strategy within service delivery.

You'll be joining us at a critical time, as we expand our focus on early intervention, strengthen our approach to community engagement and seek to strengthen and continuously evolve our approaches to youth empowerment, diversity and inclusion. **This role will also continue to build on our strong partnership with Change Grow Live, the lead contractor for the substance use contract, ensuring effective collaboration and innovation in service delivery.** There is also opportunity to shape and develop emerging areas of work, including our Alternative Provision offer. We are looking for someone who combines vision and leadership with a hands-on approach to delivering services that achieve real impact for young people.

We are proud that around 80% of our team have their own lived experience connecting them to our services and we have a strong commitment to diversity and inclusion. We encourage applications from people of all backgrounds, experiences and communities, particularly welcoming applications from people who would add racial diversity to our team. We are committed to creating a diverse environment where people can be their authentic self, where their experiences and opinions are valued and we all are open to learn from each other.

This is an exciting opportunity to lead and influence our harm reduction, outreach and engagement services, creating lasting impact that supports thousands of children and young people each year.

Thank you again for considering this role. Good luck with your application, and whatever the outcome, I wish you all the very best for your future.

A handwritten signature in black ink that reads "Natalie".

Chief Executive Officer

Our key benefits



Annual leave and wellbeing days – 36 days annual leave including public holidays, plus 2 wellbeing days, supporting you to take additional time off for your wellbeing or development.
You can also buy or carry forward up to one working week per year.

Pension and life assurance scheme – Supporting your future by matching your additional pension contributions up to 2%. Pension members receive a life assurance scheme equivalent to 2x their salary.



Hybrid and flexible working – We're open to conversations in all roles about flexible working. Giving the flexibility to work in the best way for you and your role.

Comprehensive induction and training offer – You'll have face-to-face learning along with access to our online learning management system with hundreds of opportunities to support your development.



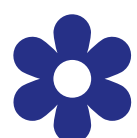
Employee Assistance Programme – Providing you and your household with access to free counselling, financial, personal support and health and wellbeing services.

Adjustments, Equipment and Support – If you have a condition or disability, we'll help you to access the Access to Work grant when you start with us. This will give you access to support, equipment, training and services that help you to be your best self at work.



Qualifications – We want to support your development and we're able to support you to obtain qualifications to support you at work. We frequently offer qualification opportunities to our staff and volunteers including in Youth Work and Mental Health.

Our dedicated benefits pages – We have a lot more benefits that you can find out about on our intranet, grouped around work-life integration; investing in your development; financial support; your wellbeing; and retail and service discounts.



Application process

How to apply

Apply by submitting your **CV** and **cover letter** outlining your motivation for applying and your relevant experience, qualifications and achievements.

Send applications to:

people@nolimitshelp.org.uk

Deadline:

9am on Monday 23rd June 2025

Quick tip

It's worthwhile reviewing the job description and addressing how you align with what we're looking for within your cover letter. We will shortlist candidates from the information that you share with us.

We'd be happy to have an informal discussion and answer any immediate questions you might have. If you'd like an initial discussion please contact Alice our Director of Services on alice.mooney@nolimitshelp.org.uk.

Our recruitment timeline

- | | |
|---------------------------------------|---------------------------------------|
| • Applications close | 9am on Monday 23 rd June |
| • Shortlisting decisions communicated | Tuesday 24 th June |
| • Final stage selection and interview | Week commencing 30 th June |

Giving your best

We want everyone to feel comfortable and perform at their best in the recruitment process. We encourage candidates to talk to us about recruitment adjustments – changes we can make to remove any barriers which stop you being at your best. Our approach to adjustments is individual led. During the recruitment process, please contact our friendly People team on people@nolimitshelp.org.uk at any time to request adjustments.



Head of Harm Reduction and Engagement

Job Description and Person Specification

Place of work: Hybrid – Southampton base with opportunity for remote working

Salary: Band G - £40,270-£47,828
Full-time equivalent (based on 37.5 hours per week)

32-37.5 hours per week – **Happy to talk flexible working**

Hours of Work: *We recognise that someone at this level may be able to demonstrate great value to the charity on lesser hours.*

Responsible to: Director of Services

Accountable to: No Limits Trustee Board

Responsible for: All staff within service areas through the line management structure

Contract: Permanent

Role Screening: Enhanced DBS with Child and Adult Barred Lists

Essential Driver?: No – The postholder must be able to travel across Southampton and Hampshire services

Here at No Limits, our mission is **to empower children and young people to reach their full potential through information, advice, counselling and support.** Our people are key in supporting us to achieve our aims and your role in this is outlined below.

Summary of the role

The **Head of Harm Reduction and Engagement** provides strategic and operational leadership for No Limits' services in substance use, crime prevention, youth justice, empowerment, and alternative provision.

You will lead teams to deliver high-impact services, manage key partnerships and contracts, and ensure delivery aligns with emerging needs. You will also drive our Diversity, Equity and Inclusion (DEI) strategy across service delivery. As part of the Senior Management Team, you will contribute to the organisation's overall leadership and continue to strengthen our strong partnership with Change Grow Live (CGL), the lead contractor and adult provider for the local harm reduction and substance treatment and support service.

Main duties and responsibilities

Service Leadership

- Provide strategic and operational leadership of the Drug and Alcohol Support Hub (DASH) service – including the core DASH team, detached team, DASH Youth Justice Service, and Young People's link workers working with the Local Authorities youth services team.
- Lead the delivery of high-quality, safe, and effective services in line with contractual requirements and internal standards.
- Act as subject matter lead on substances, harm reduction, criminal justice, youth crime prevention, and engagement.
- Lead the service response to our Diversity, Equity and Inclusion (DEI) strategy across delivery teams.

- Support innovation and service development in areas such as Alternative Provision and other emerging projects.
- Ensure services are evidence-led, young person-centred, and responsive to community needs.
- Develop and maintain effective working relationships across statutory, voluntary, and community partners.
- Support and guide teams to meet service and organisational objectives.
- Lead and deliver training internally and externally, sharing expertise to build knowledge and capacity across teams and partners.
- Lead and support quality assurance and safeguarding across areas of responsibility.
- Manage service budgets and ensure effective and efficient use of resources.
- Contribute to the leadership of No Limits as a member of the Senior Management Team.
- Represent No Limits externally as a senior manager, acting as an advocate for the charity, our children and young people, and as a subject expert in your areas of service delivery.

Service Development and Reporting

- Identify gaps, opportunities and funding possibilities to expand and enhance services.
- Lead the development of new services, working with colleagues across the organisation.
- Lead the development, accreditation and compliance of quality standards within relevant service areas.
- Report on progress to the Services & Safeguarding Sub-Committee of the Trustee Board.
- Participate in networking and facilitate meetings with a range of stakeholders internally and externally, ensuring that children and young people's needs are met and good practice / resources are shared, adding to the development of the service and ensuring best outcomes
- Keep up to date with sector developments, legislation and policy changes.
- Champion young people's voice and participation across all service areas.

General duties

- Coach and develop your team to enable them to meet their full potential and to contribute effectively towards No Limits' aims.
- Establish, implement and manage the learning and development needs of your team to meet the needs of the organisation.
- Managing and monitoring the relevant department budgets, using resources effectively and efficiently and taking account of financial procedures.
- Keep abreast of sector data trends and developments to identify their potential to inform the achievement of organisational and operational priorities.
- Demonstrate work practice that encompasses an appreciation and awareness of No Limits policies and procedures, and to ensure that all staff adhere to these practices and procedures.
- Attend training and meetings as required and participating in regular one-to-ones.
- Demonstrate an ongoing commitment to the safeguarding of children, young people and vulnerable adults.
- Undertake any other duties as may be reasonably prescribed by No Limits, appropriate to the scope and grade of the role

The purpose of this job description is to focus on the main responsibilities of the role. The list of duties for which the postholder is responsible may, within reason, vary at the discretion of No Limits.

Who you are

Below we've described the areas that we've identified are required for the role. We will use this to manage our selection process and to identify any learning and development needs for you once in post. At No Limits, we value growth and may make recruitment decisions where not all essential areas are met, where you're able to show your commitment to ongoing learning and development.

You'll have the essentials of:

- ✓ Proven experience in developing and managing services related to harm reduction, drug and alcohol support, youth crime prevention, or community-based services.
- ✓ Strong understanding of safeguarding and risk management within youth services.
- ✓ Experience of managing teams and delivering outcomes across multi-disciplinary service areas.
- ✓ Understanding of and commitment to youth participation and co-production.
- ✓ Experience of building partnerships and working effectively with external agencies.
- ✓ Strong knowledge of equality, diversity and inclusion approaches in youth or community services.
- ✓ Ability to plan, deliver and monitor services to meet contractual and internal objectives.
- ✓ Ability to communicate clearly and confidently, both verbally and in writing.

You may also have:

- ✓ Experience of identifying and developing service or income generation opportunities.
- ✓ Experience of leading or contributing to Alternative Provision.
- ✓ Knowledge of local and national policy and practice affecting young people.
- ✓ A proven ability to lead, motivate and develop people effectively.
- ✓ Experience of working with Trustee Boards or equivalent governance bodies.
- ✓ Lived experience of one-or-more areas that No Limits support children and young people with.

What you value

No Limits' values underpin how we do things. As one of our team, you'll use our values to guide you, maintaining integrity and keeping the organisation and the children and young people we support at the heart of your actions and decisions.

You'll demonstrate and apply No Limits values of:



Safe



Inclusive



Empowering



Trustworthy



Respectful