

TMC Application Pack

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Introduction

This pack has been pulled together to help provide you with everything you need to apply for the post of Programme Manager.

How to apply:

1. Read the information about TMC and about the role we're recruiting to
2. Send your completed application form in **WORD** to recruitment@themightycreatives.com

The closing date for applying is 9am on Monday 11th May 2026. Interviews will be held on Wednesday 20th May 2026 via Zoom.

Best of luck!

The Mighty Creatives (TMC) Team

WELCOME TO THE MIGHTY CREATIVES!

Established in 2009, The Mighty Creatives is a charity which has transformed the lives of children and young people through arts, culture and creativity. Based at the heart of the cultural quarter in Leicester, we have served children and young people's communities across the Midlands, reaching across the UK and Internationally through our partnership work.

Our Vision and Mission

It is crystal clear to many that the arts, creativity and cultural education have a fundamental role in supporting young people in countering the impact of social injustice. That need has become more demanding in recent years, and we now need to ensure that this is expressed at the heart of our vision:

Social Justice for young people through arts, culture and creativity

To achieve this vision, our mission has four strategic objectives (SO) and associated SMART outputs over the five years of this business plan as follows:

SO No.	Strategic Objectives
SO1	To transform the lives of our beneficiaries through one-to-one and group-based Creative Mentoring services .
SO2	To provide support, advice and opportunities to employers which assist our beneficiaries' employment prospects and enterprise opportunities through our Creative Futures services .
SO3	To inspire our beneficiaries to express themselves through the power of creativity and to work with other stakeholders to support best practice, youth-led approaches which foster meaningful cultures that place youth voice at the heart through our Youth Voice services .
SO4	To sustain and grow investment in our work from across the UK and internationally.

Our guiding principles

1. **We will listen and act:** embedding children and young people's voices throughout our work from conception of programme to delivery and governance and we will encourage others to do the same.
2. **We will work collaboratively:** partnership working is central to the work we develop to improve creative outcomes and cultural opportunities for our region's children and young people.
3. **We will respond to need:** we focus on nurturing and supporting the creativity of children in need and those working for them to promote high quality cultural practice.

4. **We will champion Equality, Diversity and Inclusion:** we stand in solidarity with the Black Lives Matter Campaign and all marginalised communities across the world and will use our voice to speak out against injustice. We commit to listening, learning and taking action to improve access to creative opportunities for our region's children and young people.
5. **Engagement with artists and educators** is driven by a personalised, person centre pedagogy in which mentoring, and coaching play a fundamental role in generating personal change.
6. The **creative voices of young people** will be at the heart of the creative or cultural experience.

Our Values

Our values are inspired by the work of Munira Thobani and her work on the Thobani 6C Self Audit Tool©

1. **We seek Coherence in our work:** Social justice, equality and equity matters to us. We constantly review and refresh the narratives of why equality matters to us in our professional (and political) practices. We strive to have a coherent vision and set of values on equality and share this vision with your stakeholders. We set out our equality objectives to support us in delivering our purpose fairly and equitably.
2. **We seek to raise Consciousness** in our work: by increasing knowledge, understanding, awareness and empathy. We strive to improve our awareness of our privilege and possible complicity in maintaining discrimination and disadvantage.
3. **We are committed** to tackling inequality and disproportionality in all its forms.
4. **We strive to find the courage** to challenge the status-quo in perpetuating discrimination and inequality. We strive to act and influence the ways which can shift the balance of power and privilege in our work and build our courage by connecting and networking with the individuals, groups and organisations who are tackling discrimination, inequality and disproportionality.
5. **We seek Connectedness** with self-organised equality seeking groups and draw strength from being an ally by working in tackling discrimination that is direct, indirect and or inter-sectional.
6. **We prioritise Co-production** by developing leadership models which lead and empower others so that their contributions to achieve greater equitable outcomes for all our communities. We ensure there is accountability of everyone in the organisation to act consistently with achieving our organisational purpose and equity ambitions.

We strive for these values to be evident in all aspects of our organisation: governance, leadership, programmes, income generation and operations and processes.

Our Theory of Change explains how we will work strategically and collaboratively to achieve and demonstrate our strategic outcomes for children and young people in need. It provides a summary of the changes that will occur and provides the context for our programme development and delivery plans.

Starting with the problem statement, *“Children and young people living in challenging circumstances experience significant social injustice, including heightened isolation, lack of stability, compromised mental health, lower attainment and lack of opportunities to experience the personal, social and economic benefits of the arts, culture and creativity”*.

Our desired long-term goal is to gain social justice for young people through creativity. This will result in children and young people feeling more confident and resilient; empowering them to influence decision making that affects their lives, speak out against injustice and build aspirations that will shape successful futures.

If you want to find out about our current programmes, products and services, the best place to look for up to date information is on our website:

www.themightycreatives.com

EQUALITY AND DIVERSITY

The Mighty Creatives values diversity and is fully committed to promoting equality of opportunity, recognising that people are an extremely valuable resource for the organisation. The Mighty Creatives is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

Our Diversity Statement

The Mighty Creatives believe that the way we act and the things we do have an effect on the world around us. To make sure this effect is a positive one we believe in continuously reflecting on our day-to-day activities, beliefs and values in order to challenge stereotypes and assumptions that may guide our decision-making and action-planning. This is why we use critical thinking and imagination in our planning, evaluation, reporting and performance management processes. This practice helps us to take more risks and challenge our own and the sector's perceptions. As part of this, we are committed to co-production, and to championing and listening to the voices of children and young people.

Our commitments

The Mighty Creatives endorses the statutory obligations required by legislation, best practice codes and expectations of our funders, staff, participants and partners in the areas of sex, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, ethnic origin, nationality, socio-economic status, religion or belief, disability or age.

We are committed to providing a working environment in which all of our people are able to realise their full potential and to contribute to the charity's success. We are working towards

best practice recruitment based on equal opportunities in order to diversify our paid and volunteer workforce and boards and pursue workplace practices, policies and procedures that enable all The Mighty Creatives to thrive.

We will actively create a culture of inclusion across our programmes and services. We will collaborate with the communities we work with to celebrate the talents of all the people and make a positive impact. We will challenge discrimination and prejudice where we find it. We will actively identify, champion and share good practice.

We are committed to doing this as we see that it will improve benefits to participants, deliver better quality of services and improve the effectiveness of our organisation. We will make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

Employment practices and procedures will be reviewed when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

RECRUITMENT OF EX-OFFENDERS

The Mighty Creatives undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

The Mighty Creatives can only ask an individual to provide details of convictions and cautions that The Mighty Creatives are legally entitled to know about. Where a DBS certificate at either standard or enhanced level can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended, and where appropriate Police Act Regulations as amended).

The Mighty Creatives can only ask an individual about convictions and cautions that are not protected and are committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

DBS

Some activity delivered by The Mighty Creatives staff may fall under 'regulated' activity. In this case staff carrying out these roles will require an Enhanced DBS with a check of the barred list. For The Mighty Creatives this is most likely to apply to direct delivery with children and young people such as residential activity but may also apply to project and programme activity. There may be a lower level of check required in some areas of our work where all regulated activity criteria are met **apart** from the number of times the activity is carried out in a month. In this instance we will carry out a Standard DBS check. Decisions about when we DBS check will be made on a case by case basis and regularly reviewed.

Benefits

We offer our staff a number of different benefits these include pension, 25 days annual leave (pro-rata) plus bank holidays and Christmas office close down. You will get a day off for your birthday, we offer staff the opportunity to undertake up to 14 hours (pro-rata) of volunteering or personal development time each year. We also offer staff the opportunity to take one day a year as a Spiritual, Moral, Social & Cultural Day. We offer access to Sodexo Employee benefits, which gives discounts off things like shopping, cinema tickets and restaurants. We are a member of a cycle to work scheme. We provide access to an Employee Assistance Programme.

The Mighty Creatives is an accredited Living Wage Employer. This means that we are committed to ensuring anyone who works with us will earn a real Living Wage.

The Role

The job description for the role can be found below, which provides more detailed information about the main duties and responsibilities.

JOB DESCRIPTION

Summary Details

Job Title:	Programme Manager
Salary:	£37,433 plus contributory stakeholder pension (Pro rata for part time)
Hours:	Full time (35 hours per week, excluding an unpaid lunch hour)
Location:	LCB Depot, Leicester. Hybrid working can entail a balance of working from the office, from home or other remote location as appropriate. With frequent regional/national travel
Permanent/fixed:	Permanent
Responsible to:	Chief Executive Officer
Responsible for:	Programme Coordinator(s) – currently 2 x Creative Mentoring Coordinators and 1 x Youth Voice Coordinator
Holiday:	25 days plus statutory public holidays plus 3 discretionary days at Christmas, pro rata for part time working
Notice period:	Minimum 3 month

Working with us

The Mighty Creatives is a children and young people's Charity. Based in Leicester, our staff team pulls together creative professionals from a range of backgrounds to design, lead and champion change-making partnerships, programmes and initiatives with and for children, young people and those who support them.

In addition to the core team, we work with an increasingly wide range of experts to benefit from their specialist skills. This includes finding ambitious ways of collaborating with children and young people themselves, benefiting from their creativity and capacity for innovation.

Your key roles and responsibilities are listed in the following section. It is not an exhaustive list, but it will give you a feel for the kind of work you will do.

Portfolio

We want you to use your creativity to help children, young people and adults transform their lives, the services they use and the communities they live in. We want you to use your creativity to unlock further innovation arising from this work, spotting opportunity to build new partnerships, products and programmes that delivers sustainable solutions for children and young people and for us.

Key roles and responsibilities

Portfolio management and development:

- Management and development of the TMC programme, including but not limited to the following : Creative Mentoring; Creative Futures; Youth Voice and our Youth Board.
- In collaboration with other members of the team, lead on the development of new programmes to support our work.
- Develop strategies to support the recruitment and participation of young people to engage in our on-going work..
- Build and manage systems and processes to deliver high quality events, products and programmes by, with and for children and young people.
- Contract and relationship management to support programme delivery.
- Mentoring and direct support for children and young people.
- Budget management and invoicing.
- Supporting income generation activity of the charity aligned to development of new and existing programme services.

Reporting and CRM

- Compiling quarterly reports of progress and development for Board of Trustees and external funders as required.
- Management and input of data for CRM.
- Lead the development and delivery of a robust evaluation process for specific, allocated projects, to feed into wider organisational impact reporting.

Line management

- Line management of Programme Coordinators and supervision of freelance mentors.
- Managing key internal and external relationships with our beneficiaries, clients, subcontractors, and associates.

Safeguarding

- Be Designated Safeguarding Officer for our Programmes, working with the Lead Designated Safeguarding Officer to ensure policies and procedures are kept up to date and followed by staff and freelancers working with us.

Any other business: contribute to the life and work of the agency, get stuck into a range of activities, super-charge our values and help us grow.

Person specifications

Essential

At least 2 years' knowledge and experience of:

- Leadership and collaboration across teams and with children and young people.

- Experience of co-production and developing work by, with and for children and young people from 5 - 25.
- Experience of facilitation with groups of young people.
- Experience of mentoring young people.
- Partnership building, relationship management, advocacy and influence.
- Programme management and development.
- Information management and systems development.
- Monitoring and evaluation, data collation, analysis and impact reporting.
- Developing new programmes and strategies to grow offer for children and young people.
- Devising, preparing and delivering presentations, workshops and training activities for children and young people and those working with them.
- Project communications and advocacy, e.g. collating data and testimony to use in print and other media, website and social media content development.
- Line management and experience of managing and leading supervision for freelance staff.
- Excellent communication skills in writing, presenting.
- Financial management, achieving value for money and sustainable solutions.
- Good understanding of educational and youth settings and their needs.
- Ability to work productively and efficiently in a fast-paced office environment and deal with requests and demands from multiple stakeholders.
- Ability to work on own initiative, using this initiative to anticipate and resolve problems, and prioritise a complex range of tasks with minimum of supervision.

Desirable

- 2+ years' experience in a similar role.
- Experience of being a named Designated Safeguarding Officer
- Work experience and wider industry knowledge in at least one of the following areas:
 - Education, Employment or Enterprise (any age or ability range, formal or informal settings).
 - Youth and community settings.
 - Children and young people's rights and child poverty.
 - Creative and cultural industries
 - Children and young people's engagement in decision making.

14th April 2026

If you want to get a feel for what we're up to, you can also find us on

[Facebook](#) | [Youtube](#) | [Instagram](#)