



Job Application Pack



Kick London, a company limited by guarantee, registered in England and Wales no.48315
and a registered charity no.1100072

KICK'S MISSION

At KICK, we are motivated to respond to a sense of hopelessness in many young people today as 1/3 of young people aged 15 identify with a mental health condition, 2million grow up without a father at home, many are disconnected from local communities with 95% now not attending church. We aspire to see a generation of young people who will reach their God given potential; where communities have been socially impacted; and where spiritual change has transformed a nation. Our mission is to **transform young people's lives, with God's love, through sport and support**. We do this through values-driven physical education, street dance, mentoring, chaplaincy in schools and community KICK Academies to impact a sense of hopelessness and give them a hope for the future and a joy in the present.

KICK work in Infant, Primary, Secondary, Pupil Referral Units, Private and Special Schools to deliver the following services with Christian values embedded throughout every session:

- PE National Curriculum
- Transformational Street Dance
- Solutions Focused Mentoring
- Schools based Chaplaincy

In all that we do, we seek to live out our values to encourage young people to be *aspirational*, to be *compassionate* in all circumstances, to deliver *excellent* quality sessions, and to be *intentional* in building relationships and sharing the gospel with young people every day and to show *integrity* in our decision making at all times. KICK are currently working with over 100 schools and have established 29 KICK Academies. Our staff team has more than doubled over the last 2 years with KICK now employing over 90 staff. As an organisation we are engaging with over 27,000 young people every week and come closer to achieving our mission as we reach more and more young people.

KICK APPLICATION PROCESS

Please send your CV and covering letter to our HR Manager – beccilee@kick.org.uk

Your covering letter should include the following areas and should clearly show how your skills and experience meet the requirements for this post.

Aspirational - We believe in being aspirational towards our young people and in all that we do.

How are your skills and experience relevant to this post?

Compassionate – We believe in showing compassion to every young person we engage with.

Please tell us about your experiences as a Christian and how you have shown compassion within interactions with children, colleagues and key partners.

Excellence – We believe in thriving for excellence in every area of our work and learning.

Please tell us about your previous experience where you have shown excellence in your approach and execution of projects as well as supporting others to achieve excellence.

Intentional Relationships – We believe in taking opportunities and making intentional relationships with both young people and partners of KICK.

How are you suited to serving and developing the work of KICK?

Integrity – We strive to be a people of integrity in our actions and all our decision making.

What makes you stand out from others to make us bring you in for interview?

If you do have any questions, please contact beccilee@kick.org.uk

KICK JOB DESCRIPTION

Title: Quality Manager
Based in: Travel required – Based in London – National Travel
Hours of work: Full-Time
Line Manager: Director of Quality

Role Purpose:

To maintain and enhance KICK's standards of delivery across schools and communities through effective quality assurance, staff development, and operational support. The Quality Manager will work closely with the Director of Quality and Relationship Managers to ensure coaches and mentors continually improve their delivery and professional practice across all regions KICK are operating in across the UK.

The role involves leading, planning, and conducting regular observations across all KICK services, providing constructive feedback, training, and support to drive high-quality delivery and consistency. The Quality Manager will identify areas for improvement, promote best practice, and ensure observation targets are met in partnership with the Quality Team.

The successful candidate will have full line management responsibility for Senior Coaches, overseeing team performance, staff development, and professionalism, while embodying KICK's values and promoting outstanding practice.

The role also includes contributing to KICK's wider strategy and growth across the UK, delivering staff training on development days, creating PE and Dance curriculum resources, covering sessions where required, and supporting the recruitment, onboarding, and retention of high-quality staff alongside the Talent Acquisition Team.

Key Responsibilities and Accountabilities:

Quality Management & Operations

- Provide full line management and leadership to Senior Coaches, ensuring high performance, accountability, and continuous professional development across the team.
- Champion and model KICK's values and Christian ethos, driving a culture of excellence and outstanding practice throughout the organisation.
- Contribute to the development and implementation of KICK's strategic vision, supporting the continued growth and expansion of services across the UK.
- Work collaboratively with the Quality Team to ensure staff observations are completed regularly, consistently, and in line with organisational targets and quality standards.
- Observe and quality assure delivery across all KICK services, providing constructive feedback, coaching, and support to improve practice and outcomes.
- Conduct formal lesson observations and provide structured developmental feedback supporting and developing staff to achieve best practice in teaching, coaching, mentoring, and youth engagement.
- Deliver organisation-wide CPD across 12 annual training days
- Create and develop high-quality PE and Dance curriculum resources to support effective delivery in schools.
- Lead and coordinate the London schools cover plan, ensuring staffing requirements are met effectively and service delivery remains consistent and high quality.

- Monitor standards of delivery and support continuous improvement across programmes, ensuring services consistently meet stakeholder expectations.
- Build and maintain positive relationships with schools, staff, churches, and community partners to support effective collaboration and high-quality provision.

Person Specification:

Proven Experience

- Demonstrable experience in leadership and team management.
- Experience working within school environments and supporting young people from a range of backgrounds.
- Proven track record of improving the quality of teaching, coaching, mentoring, and/or training practice.
- Strong understanding of Ofsted frameworks and standards, with experience contributing to successful Good or Outstanding outcomes.
- Experience supporting young people to make positive progress academically, socially, emotionally, or behaviourally.
- Experience planning, delivering, and evaluating staff training and development programmes.

Skills and Abilities

- Ability to lead, motivate, and inspire staff to embody KICK's values and Christian ethos in their daily practice.
- Strong leadership skills with the ability to drive high standards in teaching, learning, coaching, and mentoring.
- Excellent relationship management and communication skills with the ability to engage effectively with a wide range of stakeholders, including schools, churches, parents, and community organisations.
- Ability to observe practice, provide high-quality feedback, and implement improvement strategies effectively.
- Strong organisational and operational skills, including the ability to manage staffing and cover arrangements efficiently.
- Ability to use digital software, organisational systems, and processes to manage information accurately, maintain records, support reporting, and contribute to efficient service delivery.
- Resilient and adaptable, with the ability to remain calm and effective under pressure.
- Ability to work towards targets and deliver measurable positive outcomes.
- Competent in curriculum/resource development and staff training delivery.
- Qualified Teacher Status (QTS) desirable but not essential.

Personal Qualities

- Passionate about KICK's vision of reaching a generation of young people within a generation.
- Self-motivated, proactive, and able to work independently using initiative.
- Committed to supporting the development and wellbeing of both young people and staff.
- Collaborative team player with strong interpersonal skills.
- Flexible and adaptable in response to changing priorities and organisational needs.
- Professional, reliable, and committed to maintaining high standards.
- Holds or is willing to undertake an Enhanced DBS check.