



NEW OPPORTUNITIES TO REACH YOUR FULL POTENTIAL

Take the next step on your career journey with Humankind, says director of people **Kathryn Summerfield**

Humankind is one of England's largest drug and alcohol treatment charities, supporting more than 85,000 people each year, and we're looking for new people to join our team.

As our name suggests, people are at the heart of everything we do at Humankind. Whether it be supporting a new mum to stop using drugs, providing housing for a young person who was previously experiencing homelessness, or offering someone the training opportunities they need to secure a job, we are focused on helping people build better futures – and we have the same ethos when it comes to progressing our people.

We employ more than 1,500 people across the country at dozens of different services and in a wide variety of roles, but the one thing they all have in common is the opportunity to learn new skills and grow their career. We are passionate about the development of our team and firmly believe in developing everyone to be the best they can be.

When you join Humankind, your career progression starts from day one with a personalised induction programme and a development plan geared to your individual needs and to help you to thrive in your role. We have an outstanding development offer with career pathways focusing on growing your personal, behavioural and technical skills on the job, as well as opportunities to study for external qualifications and gain experience to help you progress.

One of our new recovery coordinators recently reported back on her first three months working for us and said, 'There's a really good support system and different training available. I'd never done this job before but I've never felt stuck on something, there's always extra support there and you learn a lot while you're working', which was great to hear.

That support system runs throughout our charity, with another employee recently commenting: 'I think Humankind is a great employer with a supportive

Roles that we have available include:

- Recovery coordinators
- Children, young people and families workers
- Criminal justice coordinators
- Nurses and other clinical positions
- Individual placement support managers
- Corporate services roles in our HR, IT and finance teams
- Entry-level volunteering opportunities (for which we hold an Investing in Volunteers Award)

culture, the managers are visible and are encouraging of all to develop and learn in their roles. I really cannot praise my manager enough for her support over the last year, I have been able to grow in my role with encouragement from management.'

Supporting people to achieve their full potential is what drives us and nurturing that environment for our people has a direct effect on our work to make positive changes in many different communities. As another employee aptly put it, 'I enjoy working for Humankind because the staff genuinely care about the people they work with.'

The health and happiness of our employees is paramount, and our work in this area is validated by an Investors in People (IIP) Gold Award and a Better Health at Work Award (BHAWA).

We offer career pathways that include management and leadership development programmes, or if your ambition is to become the best you can be within your role then we provide continuous learning opportunities to help you develop your expertise and provide a high standard of support to the people who use

our services. Across our workforce, we are committed to being a real Living Wage employer, offering competitive pay ranges which give plenty of scope for advancement throughout your Humankind career.

Humankind has grown rapidly over the last two years and, as a result of new government funding, we're looking to recruit many more team members across the country. We are on the lookout for people who share our values and are passionate about helping others and making a difference. It doesn't matter if you don't have experience working in our sector, we believe that extraordinary people can make an extraordinary difference, so if you have the enthusiasm, we can provide the training and development.

We run services such as Forward Leeds, Insight Young People's Service, Barnsley Recovery Steps and Staffordshire Treatment and Recovery Service and have roles across the country including in the North East, North West, Yorkshire, London and the South West.

To find out more or to apply for a role visit www.humankindcharity.org.uk/careers

In addition to strong career development opportunities, we offer a wide range of benefits to all staff including:

- Generous annual leave allowance that starts at 27 days plus bank holidays and increases to 32 days after a year's service – we also offer an annual leave purchase scheme
- A company pension plan with enhanced employer contribution
- Flexible and family-friendly policies to support work-life balance
- Recognition schemes – gifts and financial incentives to reward our people for making a real difference
- Enhanced occupational sick pay
- Wellbeing and employee support programmes
- A commitment to competitive remuneration