



Sessional Trainer and Facilitator Application Pack ●

We're hiring! Inside you'll find full details of our trainer and facilitator role.



About Frieda

We Are Frieda CIC is a by-and-for, nationally accredited organisation, providing specialised, trauma-informed, and intersectional services.

Through a dynamic mix of training, workshops, research, and consultancy services, we equip professionals with the essential knowledge and skills to take an intersectional, anti-racist stand against domestic and sexual violence and abuse and its impact on mental health and wellbeing. Enhancing their knowledge, skills and practice, working for long lasting change.

Our services amplify the voices of survivors, particularly those most marginalised, to inform our work and the wider societal conversation in regards to responding to and understanding domestic and sexual violence and abuse. Our work centres around needs for systems change and genuine an authentic intersectional practice.

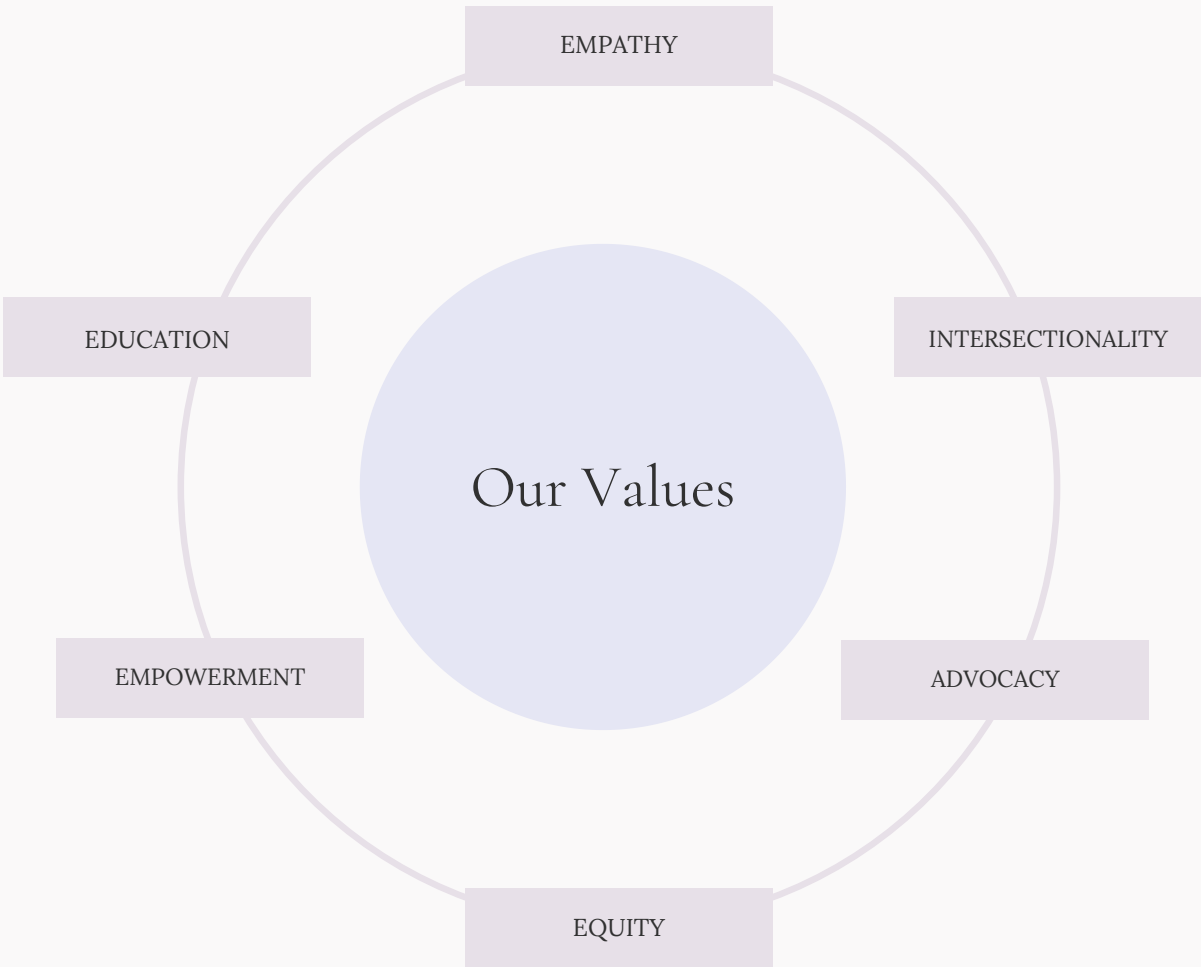
“I am no longer accepting the things I cannot change. I am changing the things I cannot accept.”

– Angela Y. Davis



“Being oppressed means the absence of choices.”

– bell hooks





Our Values

Empathy:

We believe in providing services with understanding and sensitivity to the unique experiences of each individual. Joining them where they are and honouring them as experts of their own world.

Equity:

We actively work towards a just society, promoting fairness in all our interactions and dismantling systemic barriers and prejudices.

Education:

We strive to close the gap between research and practice, advocating for informed decision-making that fosters cultural competency and literacy.

Empowerment:

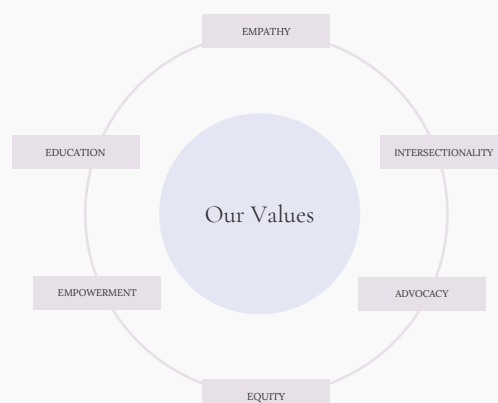
We support strength-based, client-led approaches, providing tools that empower individuals to reclaim control and amplify their voices.

Intersectional Feminism:

We recognise and address the diverse experiences that intersect with various social and political identities, upholding the principles of equity and inclusivity in all our work.

Advocacy:

We uphold the voices of survivors, particularly the most marginalised, ensuring their experiences inform our work and catalyse systemic change.





The Role of Our Trainers

- Sessional Trainer and Facilitator
- £15 - 20 an hour dependent on experience
- Hybrid/Remote

We are looking for experienced and passionate sessional trainers to support the delivery of our nationally accredited courses and specialist training programmes.

Our trainers will work with advanced levels of practice, rooted in intersectional feminism and authentic principles. Our trainers possess a profound dedication to social justice and a fervent passion for upholding human rights. Beyond merely responding to the symptoms of abuse, we require trainers who are driven to address the underlying systemic functions that perpetuate such injustices. This necessitates an understanding of intersectionality and a proactive approach towards dismantling oppressive structures. Our trainers play a pivotal role in empowering professionals to navigate complex societal issues with insight and efficacy, fostering critical analysis and advocacy for systemic change.

This is a freelance role.



The Role of Our Trainers

This position is offered as a sessional or freelance role, meaning it provides a flexible work arrangement tailored to accommodate project-based or periodic engagements rather than a traditional, full-time employment structure. As a sessional or freelance trainer, you will have the opportunity to work with us on a needs-driven basis, which could include delivering specific training sessions, workshops, or courses aligned with your expertise and our organisational requirements.

This role is ideally suited for individuals seeking flexibility in their professional commitments, allowing for a dynamic balance between work with us and other professional or personal pursuits. It invites professionals who are adept at managing their schedules and are looking for opportunities to apply their skills and knowledge in varied settings, without the constraints of a fixed daily schedule.

Being sessional or freelance with us means you'll be a key part of our team during your engagements, contributing to the delivery of high-quality, impactful educational experiences. You will have the autonomy to infuse your personal touch into your work while adhering to our trauma-informed and intersectional approach, making a significant difference in the lives of those we serve.

This arrangement also provides an excellent opportunity for continuous learning and professional development. You will be encouraged to engage with new ideas and practices, and contribute to the evolution of our training programs and resources. Your role will not only be about delivering existing content but also about collaborating on the development of innovative courses and learning materials that reflect the latest in intersectional and trauma-informed practices.



Key Responsibilities

Course Delivery:

Facilitate engaging and informative training sessions, workshops, and courses, adhering to the organisation's trauma-informed and intersectional approach.

Support:

Provide ongoing support to participants, fostering an inclusive and supportive learning environment.

Collaboration:

Work collaboratively with the We Are Frieda team to ensure the effective delivery of training programs and contribute to the development of new courses and resources.

Continuous Learning:

Engage in professional development opportunities provided by We Are Frieda CIC, enhancing your own knowledge and skills in trauma-informed and intersectional practice.

Assessment:

Conduct thorough and considerate assessment of participants' coursework and engagement, employing trauma-informed and intersectional criteria to evaluate understanding and application of concepts. Provide constructive feedback that respects each participant's unique learning journey, encouraging growth and development while ensuring alignment with the organisation's standards and objectives. Ensure assessments are fair, transparent, and contribute to the holistic learning experience, offering opportunities for reflection and continuous improvement.



Our Training Packages

We are looking for trainers to deliver across a range of our training programmes, including but not limited to:

- Accredited IDVA and ISVA Programmes
- Don't Call Me Sis: The Women Feminism Forgot
- The Intersectional Risk Tracker Tool
- Adulthood Bias as a Child Protection Concern
- Intersectional Feminist Leadership
- The History of Intersectionality
- Colonialism, Imperialism, and VAWG
- The Anatomy of Violence Against Black and Black Mixed Heritage Women and Girls
- An Intersectional Understanding of Coercion and Control
- Advocacy When Working with Racialised Communities

If this sounds like something you may be interested in we would love to hear from you.



About You

Qualifications and Skills:

1. **Experience in VAWG Training:** Proven track record in delivering training on domestic and sexual violence and abuse, with a preference for an intersectional perspective that encompasses Black feminist principles.
2. **Trauma-Informed Competence:** Strong grasp of trauma-informed principles and practices, enabling compassionate and effective support for survivors.
3. **Engaging Facilitation:** Exceptional facilitation and communication skills tailored to diverse audiences, fostering an inclusive learning environment.
4. **Commitment to Anti-Racism:** Dedication to anti-racist and intersectional principles, with a willingness to learn and apply frameworks rooted in Black feminist thought.
5. **Collaborative Team Player:** Ability to work both independently and collaboratively as part of a team, contributing effectively to shared goals and initiatives.
6. **Cultural Sensitivity:** Demonstrated cultural competence and sensitivity in addressing violence against women and girls, particularly within marginalised communities.
7. **Empowerment Advocacy:** Strong advocacy skills focused on empowering survivors and challenging systemic barriers to justice and support.
8. **Analytical Thinking:** Critical thinking skills to analyse complex issues related to VAWG through an intersectional lens, identifying root causes and systemic solutions.
9. **Adaptability:** Flexibility and adaptability to tailor training approaches to diverse contexts and audience needs, ensuring maximum impact and relevance.
10. **Continuous Learning:** Commitment to ongoing professional development and learning, staying abreast of emerging trends and best practices in the field of VAWG.



The Application Process

We offer a competitive rate of pay ranging from **£15 to £20** per hour for training delivery, dependent on experience. Our commitment to fair compensation acknowledges the value of your expertise and the contributions you bring to our team. As you grow and excel in your role, opportunities for advancement and increased remuneration may become available. We prioritise creating a supportive and equitable working environment where your dedication and skill are recognised and rewarded accordingly.

To apply please send a copy of your CV and a short cover letter talkto@wearefrieda.org.uk.

Your cover letter should show your enthusiasm for joining our team and detail your vision for disseminating intersectional educational content within the industry. It should highlight your commitment to fostering an inclusive and informed learning environment, leveraging your unique experiences and perspectives to enrich our collective mission. We look forward to understanding how your aspirations align with our goals of promoting trauma-informed and intersectional practices across the sector.

In addition to our sessional trainers we are always looking for guest speakers to join our team. We look for professionals from various backgrounds and specialisms including:

LGBTQIA+ Support

Housing

Civil Law

Mental Health

Criminal Justice

Working with perpetrators of domestic and sexual violence and abuse

Harmful Practices including but not limited to FGM, Forced Marriage and So-called Honour Based Abuse

If this sounds like you, please get in touch!