



27th November 2020

Dear Applicant,

Thanks for your enquiry into our exciting new job vacancy. Below you will find more information about Boingboing. In the blurb below we have given you a bit of insight into the history of Boingboing and also about our approach to partnerships. Anyone applying for a job with us will need to be comfortable with partnership working across many different sectors as that is essential to our work.

To apply please fill in the [application and equal opportunities forms](#) and return them by email to Vicki Dunham, Senior Practice Development Manager by **9am on Monday 11th January 2021**. The interviews will be held on Microsoft Teams on 22nd January 2021. If you have any queries or would like to discuss the post in more detail please email Vicki Dunham at vicki@boingboing.org.uk. As a small organisation we don't have much capacity to respond to queries about the jobs and we have tried to provide as much information as possible. However, if after reading all the job application materials, the Boingboing website in detail and information you will find on the web about our close collaborators, please email Vicki with specific questions that really can't wait until interview. Please don't ring Boingboing. So sorry to have to say this as we would love to have chats with you under different circumstances, but this would detract from the important work we are doing right now.

A specific Job Description and Person Specification for the post is [available here](#). If you do not meet all the essential criteria for this post but like the sound of our organisation and have a specific interest in some of the areas of the work described in the job description, we encourage you to send a letter to us explaining your areas of interest and we can keep your details on file for future recruitment or volunteering opportunities.

This is an exciting role that has become available at a time of significant development and expansion for us and we really hope you will want to apply. If you don't hear from us by 15th January 2021, please assume that you have been unsuccessful on this occasion. We are a small organisation and so are unable to give feedback to applicants who did not make it to the interview stage. We do appreciate how much work goes into applying for jobs and are sorry that we can't help you by giving feedback, but it is simply beyond our means.

Best wishes and we look forward to receiving your application.

Professor Angie Hart
Chair of the Board of Directors
Boingboing Resilience Community Interest Company

About Boingboing



In 2005, before Boingboing came into existence, our co-Founder Professor Angie Hart worked with Dr Derek Blincow and Helen Thomas to write a book called [Resilient Therapy](#), which had the needs and rights of children with complex needs at its core. This book brought together a range of research articles about resilience to inform an innovative approach that consciously moved away from more traditional approaches to resilience. These often focused on an individual's characteristics, development, and skills. Angie, Derek, and Helen wanted to look at resilience through a new lens. They were interested in what practical things can be done to help children and families living with persistent difficulties and disadvantage do better than any of us might expect – those situations for example, where the level of social and economic deprivation feels overwhelming, or where practitioner or parent morale is low and it's hard to see what can be done next to shift things for the better. The [Resilience Framework](#) was born out of that work, designed to make the learning in the book as accessible as possible to busy parents, carers, and practitioners.

In 2006, Kim Aumann, who was at that time Director of Amaze in Brighton (a charity for families with disabled children and young people in Sussex) pointed out that, by not testing and refining the Resilience Framework with parents and carers of children with complex needs, we were missing a trick in terms of making it most relevant, accessible and therefore effective. Kim and Angie worked together, co-developing and co-delivering training with parents and carers of children with complex needs, for other carers and for practitioners. The value of this co-produced approach to what they were seeking to achieve was clear. This cemented our love of co-production and we never looked back.

Boingboing Community Interest Company was then established in 2010 by Angie and Kim to take this approach forward. We are still continually questioning, enriching, and developing our approach to resilience, always with a focus on challenging and changing unjust practices, systems and structures. The Resilience Framework is now translated into many languages and there are versions for different target audiences including Families, Adults, Early Years and Schools. We are a community of people with many different identities: people with lived experience; parents and carers; academics; ex-teachers; ex-youth and community workers; ex-social workers. Just like everyone else, we all have multiple identities. So, we describe ourselves as working as, with, and alongside people experiencing complex challenges. Although we can't totally escape hierarchies, we try to work in a way that values everyone's experiences and identities equally. You can read more about our history, who we are and some of the things we get up to on our website www.boingboing.org.uk.

Boingboing in partnership

The glue that binds us at Boingboing is a shared passion to explore and develop research and practice that gets to the crux of how to build resilience in complex situations. This means that we need to work with partners in research and practice, so that we can achieve our aims. By working with people with lived experience, other community organisations and academics, we get to swap and develop knowledge and skills and identify effective ways to link teaching and research with real community issues. Academics, students, practitioners, parents, and young people have worked with us in different ways. A lot of academics give

their time voluntarily to us to help us make sure we are constantly developing our theoretical knowledge. People with lived experience are a core part of our community. Many of our staff have lived experience of complex challenges themselves. Community members contribute their expert knowledge to teaching for students and colleagues in the University of Brighton and wider academia including international conferences. So, you can see that partnerships are the founding block of our work and our impact.

Our key partnerships

Our closest academic partner is the [Centre of Resilience for Social Justice](#) (CRSJ) at the University of Brighton. We work collaboratively with the CRSJ and most members of Boingboing are also Associate Members of the CRSJ. Members include academics, health and social workers, young people, service users, volunteers, students, teachers, trainers, and parents.

Our biggest community partnership is with the [Council and Community of Blackpool](#). Here, we are working as part of an alliance to develop and embed a 'whole-town approach' to resilience, based on Resilient Therapy principles (which we have now come to call the "Boingboing approach to resilience") and a shared language of resilience. Co-production with young people, parents and practitioners informs everything that happens there. Together, we are developing resilient practice and systems changes that are showing real impact on children and young people's lives. We also have many other partnerships including with East Sussex Council, and YoungMinds. We like to develop long term partnerships wherever possible. The Boingboing vision is a loving, fun and fair world where individuals from all walks of life are valued and respected. If serious challenges arise, we enlist each other to overcome them together. This vision underpins our approach to partnerships.

Because Boingboing was founded on the principle of sharing learning for maximum impact on resilience, especially for those people facing the greatest challenges, we make as many of our outputs as possible free to access via our website. This means that we expect any outputs that come from our background work and current partnerships to be available for download by anyone who might find them useful in their lives and work to be available from our website, without cost or licence. This is something that we hold very dear, so it is important that prospective partners understand this, particularly in relation to Intellectual Property (IP) agreements. We will always insist on our original work (the Boingboing approach to resilience, our Resilience Framework, and our published work) remaining as our "background IP". Any partnership agreement we had would be on the basis that anyone can use it but it should always be credited consistently and correctly if our partners use it in their work with us, or independently of us in their other work going forward. Any joint outputs from a partnership we would view as needing to have joint IP, so that either partner could build on that work to apply it to other groups, settings or needs. This is fundamental to our focus on addressing inequalities and to our existence for the public good.

You can see some examples of work co-produced in partnership that is free to download on our website, for example [The Academic Resilience Approach](#); [Supporting children and young people's mental health - A guide for schools](#) and [All together now - a toolkit for co-production with young people](#). All these were produced as part of partnerships and are now freely available to anyone who is interested.

This also means that we expect our partners not to generate profit from any resources co-produced in partnership. Obviously, this is a bit of a grey area sometimes because we understand that non-profit making organisations (Charities, Public Sector or Community Interest Companies) might use our work to get grant funding or commissions. We respect that but we are unlikely, for example, to enter into a partnership with a profit making

company who would go on to sell our jointly produced resources, which we would want to see staying free at point of access. We appreciate that it's a challenging environment out there for non-profit making organisations and that occasionally an output might be important to keep internal to protect competitive interests. We would discuss this, but always through the lens of our inequalities approach. That all might sound a bit challenging to some of our prospective partnerships, but it stems from our fundamental principles, so we hope you can see it from this perspective.

We like to think that the benefits of working with us far outweigh any tricky conversations that organisations might need to have with their legal advisors. We are a hardworking, friendly, committed, and multi-expert community. We always give over and above to make sure that the impact of our work is maximised. Above all, we strive to make the world a fairer and more resilient place for the people that are systematically disadvantaged.

Inspired and up for the challenge? Get cracking with that application now and come and join us....