



Redemption Roasters are on a mission to reduce reoffending rates through coffee.

We believe exceptional coffee can come from people and places you wouldn't expect; at our roastery in HMP The Mount, we train offenders in coffee industry skills with the aim of reducing reoffending in the UK. Upon release, we help our graduates find work in our own coffee shops, or within our network.

As a social enterprise, we think differently to other specialty coffee companies; we strive for profit in order to achieve our purpose. Every member of the Redemption Roasters team has a role to play in achieving that purpose; *to challenge perceptions and change lives through Speciality coffee.*

We are looking for a Head of Impact.

In this role, you'll be responsible for everything education-related, making sure that learning and teaching remains at the heart of everything we do. You'll oversee education behind bars and in the community. This is a key job and you'll report to the Directors and manage a fast-growing team.

The role would suit someone with a strong track record as a manager in the education or third sector space and with a real passion for seeing people succeed.

The role is based at our new HQ offices in King's Cross. We require office attendance five days per week; this is not a remote job..

This is a really exciting time to be joining Redemption. In this quarter, we are opening three new coffee shops, a new HQ and a second out-of-prison training centre. We have just launched Redemption Roasters CIC, a not-for-profit arm, which we will use solely for the benefit of our beneficiaries. We are working with more ex-offenders and other beneficiaries than ever before and have big ambitions for the future.

You can learn more about us on Instagram @RedemptionRoasters and at <https://www.redemptionroasters.com/>



Your duties will include:

- Overall responsibility for managing the company's Education channel and social impact outcomes: strategic, operational and budgetary
- Regular reporting on the Education channel's financials and social impact including overall responsibility for producing RR's annual Social Impact Report
- Overseeing the integration of Redemption Roasters CIC with Redemption Roasters' trading arm
- Set up, and ongoing management and staffing of, in- and out-of-custody education academies
- Overseeing the generation of profitable and purposeful new business, and attracting grant funding, managing the Public Sector Engagement Manager
- Ensuring feasibility of new projects
- Effectively transitioning academies from the 'sales' to 'delivery' stage
- Recruiting talented trainers and mentors
- Delivering and auditing train-the-trainer delivery education academies
- Working closely alongside, and fostering good relationships with, education client companies such as Milton Keynes College, Novus, Serco, Ingeus
- Delivering appropriately skilled graduates into work at Redemption or third-party employers
- Managing RR's beneficiary mentors/social workers and achieving high levels of beneficiary engagement and good conduct
- Ensuring Redemption's classroom environments are informative, stimulating, challenging, enjoyable and encouraging places that promote excellence in coffee and personal development
- Supporting other business channels such as RR's retail arm in their involvement with beneficiaries
- Acting as a Redemption brand ambassador to, and maintaining Redemption's reputation within, the Criminal Justice Sector
- Proactively safeguarding the mental and physical wellbeing of Education staff



The ideal candidate will demonstrate:

- A degree or equivalent
- At least 5 years' experience managing a team in a similar role
- At least 5 years' experience working with educational services
- A passion to work with the criminal justice sector
- The ability to adapt in a growing organisation
- A history of achieving of both profit and purpose in previous roles
- A professional and proactive approach
- Resilience
- A strong track record recruiting and retaining excellent talent
- A developed understanding of third sector funding
- Discretion
- Enthusiasm for, and understanding of, our corporate social impact objectives

At Redemption, you'll receive:

- The opportunity to impact people's lives through our social mission of helping ex-offenders back into work and learning skills
- Competitive salary and benefits
- 28 days holiday per annum (including public holidays)
- Free coffee and tea at all our cafes



- 50% staff discount on bags of coffee in our cafes and online
- Free gym membership
- Departmental dinners twice per year
- Company-wide socials every two months
- 1x Christmas and 1x Summer party
- 3 professional development days allowance per year
- SCA training opportunities
- Discretionary bonuses
- Cycle to work scheme

Equality and diversity.

Redemption Roasters is an international and multicultural business with customers, suppliers, and employees from across the globe. Fostering diversity in the workplace is both right and good for business. Gender, belief, ethnicity, origins, disability, sexual orientation, marital status, age or history of incarceration doesn't matter. If you perform, you'll fit in, whoever you are. We welcome applications from people with backgrounds traditionally underrepresented in the speciality coffee industry.

How to apply.

To apply for this role please complete our [application form here](#), submitting a CV and cover letter.

Applications will be reviewed and processed on an ongoing basis. We will not wait for the deadline to progress candidates. So, we encourage you to apply as soon as possible.

Due to the volume of applications we typically receive, we are unable to respond to candidates who are unsuccessful at the initial application stage.