 Repair & Sustainability Sewing Machinist

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| **Job Level** | 1A | **Job Reference No:** |  |
| **Role review date:** |  |
| **Directorate** | **Retail** | **Function** |  |
| **Service** |  | **Reports to:** | Stock & Building Manager |

Scale and scope of role

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| **Direct reports** | 0 | **Indirect reports** | 0 |
| **Budget responsibility/**  **accountability** | 0 | **Accountable for other resources** | 0 |

Context

We help anyone, anywhere in the UK and around the world to get the support they need if crisis strikes: connecting human kindness with human crisis.

We enable vulnerable people in the UK and abroad to prepare for and withstand emergencies in their own communities. And when the crisis is over. We help them to recover and move on with their lives.

We are part of the Red Cross and Red Crescent global humanitarian network.

Our Values and Principles

Our values (compassionate, courageous, inclusive and dynamic) underpin everything that we do. As a member of the Red Cross and Red Crescent Movement, the British Red Cross is committed to, and bound by, its [fundamental principles](http://www.redcross.org.uk/principles): humanity, impartiality, neutrality, independence, voluntary service, unity and universality.

Diversity

At the British Red Cross, we are looking for the right people to help us provide support to millions of people affected by crisis. We want out team to reflect the diversity of the communities we serve, offering equal opportunities to everyone regardless of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness.

Purpose of the role

Become part of the Retail Team with a focus on sustainability to enable second life / circular fashion solutions by creating, customising and repairing goods from suitable material waste generated from corporate and public donations.

Key responsibilities

**Production**

* Produce repeat ranges of re-purposed products from waste material to a specific design and required specification that will be sold in stores and online using a range of sewing machines.
* Enhance & customise existing garments and products to give items a second life in primary use form suitable for sale in stores and online.
* Repair a range of fixable faults on primary use garments to enable the sale of those items in store.

Engage with the retail warehouse team to provide understanding for the most suitable waste materials to enable product production

**Product Development**

* Work with the team to develop and create new products based on the range of materials available.
* Create prototypes and usable patterns of a variety of products, testing and selecting the most suitable material available.
* Be aware of commercial trading standards requirements to ensure compliant labelling for different products.

**Team Member**

* Actively participates in all team meetings.
* Supports other team members
* Flexible approach to working
* Works and behaves in accordance with all BRC policies, procedures and in line with our Values in Action.
* Upholds the fundamental principles of the Red Cross and acts with integrity, in accordance with the Society’s values (inclusive, compassionate, courageous and dynamics)

The duties and responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.

Pre-engagement checks

Criminal Records

Type of criminal record checks required for this role

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| --- |
| England and Wales – Disclosure and Barring Service (DBS) |
| * None * Enhanced – Adult workforce * Enhanced – Child workforce * Enhanced – Child and Adult workforce |
| Scotland |
| * None * Protecting Vulnerable Groups (PVG) – Adult * Protecting Vulnerable Groups (PVG) – Child * Protecting Vulnerable Groups (PVG) – Adult and Child |
| Northern Ireland |
| * None * Access NI – Enhanced Children * Access NI – Enhanced Vulnerable Adults * Access NI – Enhanced Vulnerable Adults and Children |

Drivers Check - Required – No

Person Specification

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| **Requirements** | Evidence obtained through Shortlisting (S), Interview (I), Assessment (A) | | | | | |
| **Knowledge and Skills** | **S** | | **I** | | **A** |
| **Essential**  - Knowledge of and skilled in using a variety of sewing machines and sewing techniques.  - Skilled in producing re-purposed items to a very high standard  - Skilled in carrying out a wide range of garment repairs to a very high standard by with the use of a sewing machine and by hand if appropriate  - Skilled in working with a wide range of materials and embellishments  - Knowledge of different materials and usability to create quality, saleable products.  **Desirable**  - Knowledge of garment sustainability  - An awareness of trading standard requirements for labelling products  - A creative flair for garment & product design |  | |  | |  |
| **Experience** | **S** | | **I** | | **A** |
| **Essential**  - Experienced sewer  - Experienced in pattern cutting  - Experience of customising garments and accessories  - Experience in product / garment development  - Experience of producing orders to a deadline  -  **Desirable**  - Experience and interest in crafting and upcycling / recycling  - Innovative with an interest in market trends and commerciality of products |  | |  | |  |
| **Additional requirements** | | | | | |
| **Essential**   * Ensures inclusive practice, challenges discrimination and promotes diversity in line with our [Equality, Diversity and Inclusion (EDI) policy](https://www.redcross.org.uk/about-us/how-we-are-run/our-policies/equality-and-diversity-policy).   -  **Desirable**  - Working as part of a team |  | |  | |  |
| **Values in Action** | | | | | |
| **Dynamic** - We move forward as one team.  - Every day, we’re adapting, innovating and learning.  - When the unexpected happens, we are calm, quick and efficient.  - We respond smartly, using clear processes and systems.  **Compassionate** - We stand for kindness.  - People come first, no matter who or where they are.  - We have genuine, open-minded conversations.  - Together, we’re a united force for good.  **Inclusive** - We are open to all.  - We treat each other with dignity and respect.  - Every person’s uniqueness is valued, supported and celebrated.  - Our individual backgrounds and experiences make our organisation stronger.  **Courageous** - We are bold.  - We show our strength by doing the right thing.  - We aren’t scared to test our creative ideas.  - As humanitarians, we go the extra mile to help people in crisis | |  | |  | |

We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act), who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.