DISGRIFIAD SWYDD

THIS IS A JOB WHERE THE ABILITY TO SPEAK AND WRITE WELSH FLUENTLY IS ESSENTIAL

TEITL SWYDD	Arweinydd Tim Creadigol
CYFRIFOL I	Rheolwr Therapiwtig
LLEOLIAD	Gwynedd
ORIAU	15 awr yr wythnos
CYFLOG	B4: £29,764.28 - £33,997.08 (Pro rata)
CYTUNDEB	Hyd at 31/03/2027

PRIF BWRPAS Y SWYDD

- Arwain dylunio, cydlynu a chyflwyno rhaglen greadigol therapiwtig o ansawdd uchel i bobl ifanc sy'n profi anawsterau iechyd meddwl lefel isel.
- Gweithio fel rhan o dîm ehangach (gan gynnwys partneriaid iechyd) i gydlynu cefnogaeth gyfannol i bobl ifanc yn ystod cyfnod aros ICAN (Prosiect Iechyd Meddwl GISDA)
- Defnyddio dulliau creadigol i gynyddu hyder, hunanwerth a gallu pobl ifanc i fynegi eu hunain.
- Sicrhau bod y celfyddydau yn hygyrch drwy greu gofod diogel, cynhwysol a di-farn.
- Cyfrannu at brosiectau GISDA i symud pobl ifanc ymlaen, gan sicrhau cyfleoedd datblygu personol a chymdeithasol.
- Cyd-weithio'n agos gyda phrosiectau ICAN, Academi Cyfleon, Cymorth Tai, Actif Digidol, gan gyfrannu at allbynnau a thargedau aml-brosiect.
- Chwilio am gyfleoedd newydd a chyfrannu at ddatblygu ceisiadau grant i gryfhau ac ehangu'r ddarpariaeth.

CYFRIFOLDEBAU ALLWEDDOL

Arwain a Datblygu'r Prosiect

- Arwain a rheoli prosiect GISDA Greadigol, gan sicrhau cyfeiriad strategol clir.
- Datblygu ac arwain rhaglen o weithgareddau creadigol amrywiol sy'n hyrwyddo llesiant emosiynol a datblygiad personol.
- Creu a darparu pecynnau addysgol creadigol, gan gynnwys cyfleoedd i ennill achrediadau perthnasol (e.e. Agored Cymru).
- Datblygu systemau monitro a gwerthuso i ddangos effaith a gwerth y prosiect.
- Rheoli cyllidebau a grantiau creadigol, a cheisio cyllid ychwanegol i gryfhau'r ddarpariaeth.

- Arwain ar gynllunio, gweithredu ac adolygu cynlluniau gwaith y prosiect.

Cyflwyno a Datblygu Creadigol

- Cydlynu a darparu gweithgareddau creadigol megis celf weledol, cerddoriaeth, ysgrifennu creadigol a mwy.
- Dylunio sesiynau sy'n defnyddio'r broses greadigol fel offeryn therapiwtig.
- Addasu cynnwys yn unol ag anghenion, diddordebau a llais y bobl ifanc.
- Integreiddio gweithgareddau natur ac awyr agored mewn partneriaeth â Pharc Eryri.
- Sicrhau bod gweithgareddau'n hyrwyddo hunanfynegiant, hyder, rheoleiddio emosiynol a llesiant cyffredinol.

Cefnogi a Grymuso Pobl Ifanc

- Creu amgylchedd diogel, cefnogol a thrawma-wybodus.
- Meithrin perthnasau cadarnhaol sy'n annog ymddiriedaeth a chyfranogiad.
- Galluogi pobl ifanc i gyd-gynhyrchu ac arwain elfennau o'r rhaglen.
- Ysbrydoli pobl ifanc i gredu yn eu potensial a manteisio ar gyfleoedd newydd.
- Creu cyfleoedd i gymdeithasu, mynegi pryderon, a chymryd rhan mewn gweithgareddau creadigol amrywiol.

Cydweithio a Phartneriaethau

- Cydweithio gyda Chydlynydd Llais a thimau mewnol i godi llais pobl ifanc drwy ddulliau creadigol.
- Sicrhau bod y prosiect yn cyd-fynd â blaenoriaethau Cyngor Celfyddydau Cymru, yn unol â gofynion grant 'Gwneud Synnwyr'.
- Cydweithio'n agos gyda prosiect Iechyd Meddwl GISDA sef ICAN, i sicrhau llwybrau atgyfeirio clir ac effeithiol I gefnogaeth creadigol therapiwtig.
- Integreiddio dulliau natur ac awyr agored mewn partneriaeth â Pharc Eryri.
- Cydlynu artistiaid llawrydd a phartneriaid allanol.
- Datblygu perthnasau gyda sefydliadau celfyddydol, iechyd a chymunedol.

Hyrwyddo a Marchnata

- Parhau I ddatblygu brand cryf ar gyfer GISDA Greadigol.
- Arwain ar weithgareddau hyrwyddo mewn cydweithrediad â Chydlynydd Marchnata GISDA.
- Creu deunyddiau marchnata ar gyfer cyfryngau cymdeithasol, gwefan a'r wasg.
- Sicrhau cydymffurfiaeth â gofynion hyrwyddo grantiau a chodi ymwybyddiaeth gyhoeddus o fuddsoddiad cyllidwyr.

Rheoli a Datblygu Staff

- Rheoli, arwain a datblygu tîm o staff, artistiaid a hwyluswyr.
- Sicrhau goruchwyliaeth, gwerthusiadau blynyddol a chyfathrebu effeithiol.
- Cefnogi cynlluniau datblygu a hyfforddiant staff.
- Annog arloesedd a dysgu o fewn y tîm.

- Monitro perfformiad yn erbyn targedau a darparu cefnogaeth briodol.
- Sicrhau cydymffurfiaeth â gofynion cyfreithiol, statudol a moesegol.

Rheoli a Gweinyddiaeth

- Cydlynu amserlenni sesiynau a gweithgareddau.
- Casglu a dadansoddi data monitro a gwerthuso.
- Cyfrannu at adroddiadau a dysgu'r prosiect.
- Cefnogi rheolaeth gyllidebol a chydymffurfiaeth grant.

Goruchwylio gwirfoddolwyr sy'n ymwneud â'r prosiect.

CYFRIFOLDEBAU CYFFREDINOL
I weithio o fewn fframwaith PIE, yn unol a model therapiwtig GISDA. Staff i gael dealltwriaeth o drawma, ymlyniad a anhwylder personoliaeth. I adeiladu perthynas gref, iach ,a chyfeillgar gyda pobl ifanc gan roi y cyfle iddynt ymgysylltu/ a mynegi ei hunain mewn awyrgylch ffurfiol ac anffurfiol. I greu awyrgylch di sefydliad, saff a chroesawgar sydd yn rhoi y cyfle i bobl ifanc drafod a mynegi ei teimladau /pryderon. I hyrwyddo ac annog pobl ifanc i ofalu am lles ei hunain a bod yn fwy annibynnol. I annog, ysgogi a credu mewn pobl ifanc . Ymddwyn fel rôl model i bobl ifanc gan ddangos ffyrdd 'pro social' o ddelio a phroblemau. Sefydlu perthnasau positif gyda pobl ifanc a chynnig agwedd gadarnhaol ddiamod. Cyfrannu tuag at eich datblygiad personol a hyfforddiant Cyfrannu tuag at sesiynau goruchwylio a gwerthusiad blynyddol. Hyrwyddo dulliau cyfeillgar, gan beidio barnu na gwahaniaethu ym mhob agwedd o'r gwaith tuag at ddefnyddwyr gwasanaeth, cydweithiwr, Bwrdd Rheoli a'r cyhoedd/mudiadau eraill. hyrwyddo gwerthoedd a diwylliant mewnol GISDA Cefnogi a gweithio gyda gwirfoddolwyr GISDA Sicrhau ein bod yn cadw at bolisïau a gweithdrefnau cyfredol GISDA Cadw at bolisi Diogelu GISDA Cadw pob gwybodaeth am staff a defnyddwyr gwasanaeth yn gyfrinachol, yn unol â deddf diogelu data a pholisi cyfrinachedd y cwmni. Cynnal pob dyletswydd/cyfrifoldeb a chadw at gòd ymarfer Cyngor Gofal Cymru. Gwneud unrhyw ddyletswydd resymol pan yn ofynnol.

MANYLDEB PERSON			
MEINI PRAWF	**HANFODOL**	**DYMUNOL**	**DULL ASESU**
Addysg a Chymhwysterau	Cymhwyster mewn gwaith ieuenctid, cerddoriaeth, drama neu unrhyw celf hyd at lefel A neu gyfatebol	Profiad o weithio yn y maes Celfyddydau ac Iechyd	Ffurflen Gais a Thystysgrifau
Profiad Perthnasol i Swydd	Profiad o hwyluso gweithgareddau creadigol	Profiad o weithio gyda a rheoli staff a/neu gwirfoddolwyr	Ffurflen Gais a Chyfweliad
	Profiad o weithio mewn partneriaeth gyda mudiadau eraill	Profiad o weithio yn y drydydd sector	Ffurflen Gais a Chyfweliad
	Profiad o weithio gyda phobl ifanc bregus	Hyrwyddo, marchnata a datblygu gwasanaeth	
Sgiliau Perthnasol i Swydd	Gallu datblygu perthynas dda iawn gyda phobl ifanc bregus.	Siarad yn gyhoeddus i hyrwyddo gwasanaeth.	Ffurflen Gais a Chyfweliad
	Sgiliau cyfathrebu rhagorol mewn amrywiaeth o sefyllfaoedd a gallu ymdopi'n effeithiol gyda chwynion	Gallu gwerthu cyfleoedd i amrywiol gynulleidfaoedd.	Ffurflen Gais a Chyfweliad
	Sgiliau sylfaenol gweinyddu		Ffurflen Gais a Chyfweliad
	Gallu cynrychioli'r cwmni		Ffurflen Gais a Chyfweliad
	Sgiliau trefnu, rheoli amser a chydlynu prosiect		Ffurflen Gais a Chyfweliad
	Sgiliau technoleg gwybodaeth.		Ffurflen Gais a Chyfweliad
	Gallu gweithio'n annibynnol a fel rhan o dim		Ffurflen Gais a Chyfweliad
	Cyfathrebu mewn amrywiaeth eang o sefyllfaoedd yn y Gymraeg a Saesneg.		Ffurflen Gais a Chyfweliad
Arall	Trwydded Yrru Llawn a char eich hun		Ffurflen Gais a Chyfweliad
Iaith	Gallu cyfathrebu'n ysgrifenedig ac ar lafar yn Gymraeg a Saesneg		Ffurflen Gais a Chyfweliad

JOB DESCRIPTION

THIS IS A JOB WHERE THE ABILITY TO SPEAK AND WRITE WELSH FLUENTLY IS ESSENTIAL

JOB TITLE	Creative Team Leader
REPORTING TO	Therapeutic Services Manager
LOCATION	Gwynedd
HOURS	15 hours a week
SALARY	B4: £29,764.28 - £33,997.08 (Pro rata)
CONTRACT	Fixed-term until 31/03/2027

PURPOSE OF THE JOB

- Lead the design, coordination, and delivery of a high-quality therapeutic creative programme for young people experiencing low-level mental health difficulties.
- Work as part of a wider team (including health partners) to coordinate holistic support for young people during the ICAN waiting period (GISDA Mental Health Project).
- Use creative approaches to increase young people's confidence, self-worth, and ability to express themselves.
- Ensure the arts are accessible by creating a safe, inclusive, and non-judgmental space.
- Contribute to GISDA projects to support young people in progressing forward, ensuring opportunities for personal and social development.
- Work closely with ICAN projects, Opportunity Academy, Housing Support, and Digital Active, contributing to outputs and targets across multiple projects.
- Seek new opportunities and contribute to developing grant applications to strengthen and expand provision.

KEY RESPONSIBILITIES

Leading and Developing the Project

- Lead and manage the GISDA Creative project, ensuring clear strategic direction.
- Develop and lead a programme of diverse creative activities that promote emotional wellbeing and personal development.
- Create and deliver creative educational packages, including opportunities to gain relevant accreditations (e.g. Agored Cymru).
- Develop monitoring and evaluation systems to demonstrate the impact and value of the project.
- Manage creative budgets and grants, and seek additional funding to strengthen provision.

- Lead on planning, implementing, and reviewing the project's work plans.

Creative Delivery and Development

- Coordinate and deliver creative activities such as visual arts, music, creative writing, and more.
- Design sessions that use the creative process as a therapeutic tool.
- Adapt content in line with the needs, interests, and voice of young people.
- Integrate nature-based and outdoor activities in partnership with Eryri National Park.
- Ensure activities promote self-expression, confidence, emotional regulation, and overall wellbeing.

Supporting and Empowering Young People

- Create a safe, supportive, and trauma-informed environment.
- Build positive relationships that encourage trust and participation.
- Enable young people to co-produce and lead elements of the programme.
- Inspire young people to believe in their potential and take advantage of new opportunities.
- Create opportunities to socialise, express concerns, and take part in a range of creative activities.

Collaboration and Partnerships

- Collaborate with the Voice Coordinator and internal teams to amplify young people's voices through creative approaches.
- Ensure the project aligns with Arts Council of Wales priorities, in line with 'Gwneud Synnwyr' grant requirements.
- Work closely with the GISDA Mental Health project (ICAN) to ensure clear and effective referral pathways into therapeutic creative support.
- Integrate nature-based and outdoor approaches in partnership with Eryri National Park.
- Coordinate freelance artists and external partners.
- Develop relationships with arts, health, and community organisations.

Promotion and Marketing

- Continue to develop a strong brand for GISDA Creative.
- Lead promotional activities in collaboration with the GISDA Marketing Coordinator.
- Create marketing materials for social media, the website, and press.
- Ensure compliance with grant promotion requirements and raise public awareness of funders' investment.

Staff Management and Development

- Manage, lead, and develop a team of staff, artists, and facilitators.
- Ensure supervision, annual appraisals, and effective communication.
- Support staff development plans and training.

- Encourage innovation and learning within the team.
- Monitor performance against targets and provide appropriate support.
- Ensure compliance with legal, statutory, and ethical requirements.

Administration and Management

- Coordinate session schedules and activities.
- Collect and analyse monitoring and evaluation data.
- Contribute to project reporting and learning.
- Support budget management and grant compliance.
- Supervise volunteers involved in the project.

GENERAL RESPONSIBILITIES

- To work within the PIE framework, in accordance with the GISDA therapeutic model.
- Staff to gain an understanding of trauma, attachment and personality disorder.
- To build a strong opportunity to engage and express themselves in a formal and informal atmosphere.
- To create a non-institutional, safe and welcoming atmosphere that gives young people the opportunity to discuss and express their feeling and concerns.
- To promote and encourage young people to look after their own well-being and be more independent.
- To encourage, motivate and believe in young people.
- Act as a role model for young people showing 'pro social' ways of dealing with problems.
- Establish positive relationships with young people and offer an unconditional positive attitude.
- Contribute towards your personal development and training.
- Contribute towards supervision sessions and annual evaluation.
- Promote friendly methods, not judging or discriminating in all aspects of the work towards service users, colleagues, Management Board and the public organisations.
- Promote GISDA'S internal values and culture.
- Support and work with GISDA volunteers.
- Ensure that we adhere to current GISDA policies and procedures.
- Adhere to GISDA Safeguarding policy.
- Keep all information about staff and service users confidential, in accordance with data protection law and the company's confidentiality policy.
- Carry out all duties, responsibilities and adhere to the Care Council for Wales code of practice.
- Do any reasonable duty when required.

PERSON SPECIFICATION			
BENCHMARKS	**ESSENTIAL**	**DESIRABLE**	**ASSESSMENT**
Education and Qualifications	A qualification in youth work, music, drama or any art up to A level or equivalent	Experience of working in the Arts and Health field	Application form and Certificates
Experience relevant to the job	Experience of facilitating creative activities	Experience of working with and managing staff and/or volunteers	Application form and interview
	Experience of working in partnership with other organizations	Experience of working in the third sector	Application form and interview
	Experience of working with vulnerable young people	Promotion, marketing and service development	
Skills relevant to the job	Being able to develop very good relationships with vulnerable young people.	Speak publicly to promote service.	Application form and interview
	Excellent communication skills in a variety of situations, and the ability to deal effectively with complaints	Being able to sell opportunities to various audiences.	Application form and interview
	Basic skills of administration		Application form and interview
	Ability to represent the company		Application form and interview
	Effective time management		Application form and interview
	Information technology skills.		Application form and interview
	Being able to work independently and as part of a team		Application form and interview
	Communicate in a wide variety of situations in both English and Welsh.		Application form and interview
Other	Full Driving Licence and own car		Application form and interview
Language	Ability to communicate in writing and orally in English and Welsh		Application form and interview