

JOB DESCRIPTION

Job Title: Practice Improvement Adviser for England and Wales.

Department: Centre of Expertise on child sexual abuse

Reports to: Deputy Director[[1]](#footnote-1)

Context:

This is a new, high-level practice improvement role in the newly created Centre of Expertise on child sexual abuse for England and Wales.

The role will develop, manage and deliver strategies and plans for improving practice across England and Wales, and manage partner relationships at a high level in their professional field.

Relevant professional backgrounds for this role include Policing, Social Work, Health and Education. (See ‘Additional Information’ sheet).

Key working relationships:

Post-holders will work in concert with internal and external contacts to ensure developments are evidence-informed, credible and ambitious and have organisational engagement and support.

*Internal contacts:*

* Centre of Expertise – CSA Team
* Advisory and steering group stakeholders including associated researchers and practitioners
* Head Office based staff/professional colleagues; Information Services; Media, Marketing and Communications
* Colleagues in other regions/nations
* Safeguarding leads and related roles

*External contacts:*

* Extensive and active network of relevant stakeholders and commissioning bodies e.g. local authorities
* Relevant national associations
* Sector leaders, commissioners and practitioners
* CSE Response Unit
* Relevant professional and specialist groups
* Services users and community stakeholders
* Leaders of recent and emerging practice-relevant research
* Multi-region stakeholders involved in commissioning, management and practice
* Local Commissioning bodies and other key funding stakeholders
* Multi Agencies and partners in practice
* Specialist groups/forums relevant to Service delivery
* Home Office and other government departments as appropriate

Job Purpose:

Lead the formulation, development and implementation of transformational change in England and Wales by:

* Being the strategic business leader and ambassador for the Centre within a region (area of responsibility), and delivering the vision and purpose of the Centre;
* Discovering and developing practice breakthroughs, practice research and new professional developments addressing child sexual abuse;
* Building knowledge, practice and partnerships nationally which help practitioners and services better address child sexual abuse;
* Identifying, developing and delivering new opportunities for professional development;
* Furthering national and international evidence of good practice;
* Assisting the Deputy Directors and Director of the Centre in developing the Centre nationally and internationally.

Key Responsibilities:

* Scoping and developing the Centre’s understanding of practice expertise, needs and gaps in current and emerging professional and community practices.
* Devising and being accountable for the delivery of a national plan for improvements in a professional field, ensuring it is aligned to the overall strategic direction and vision of the Centre.
* Gathering and collating sector intelligence to benefit the wider work of the Centre e.g. input to policy work and research development.
* Developing and furthering evidence-informed practice.
* Forging relationships and partnerships which can influence practice and knowledge development.
* Developing innovative ways of better supporting practitioners and other stakeholders involved in directing or influencing front-line practices.
* Contributing to the Centre developing a national and international reputation for excellent resources which improved practice to address child sexual abuse and child sexual exploitations.
* Contributing to and helping drive the Centre’s direction.

Key Activities:

* Act as the senior relationship manager for their field; proactively seeking opportunities to build new relationships and deepen existing ones with professional groups, local authorities and other commissioning bodies to meet our ambition.
	+ To develop and share understanding of the quality of practices and areas for improvement in the relevant field.
	+ To discover and develop practice improvements and breakthroughs which can inform national developments in the field.
	+ To identify, develop and deliver new opportunities for professional development.
	+ To champion excellent practice in their field and build on networks of practice.
	+ To grow their professional reputation and show outstanding leadership in their practice field.
	+ To discover and build on learning in services involved in transformation which are of interest to the Centre.
	+ To share knowledge and experience of relevant national and local legislation, policy, procedure and practice requirements and changes to these.
	+ To take a lead in developing partnerships.
	+ To support practice development, evaluation or research activities relevant to the Centre’s aims.

This Job Description and Person Specification reflect the duties of the post as they exist at this time and may be subject to changes based on the needs of the project. The post-holder may be required to undertake other duties commensurate with the salary and competence requirements of this post from time to time as required.

**Pre-employment checks will be required for the role which may include an Enhanced Disclosure by the Disclosure and Barring Service.**

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PERSON SPECIFICATION

*All criteria are essential unless indicated as desirable (D).*

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**Please note:** When used for recruitment purposes, applicants must demonstrate in their application form that they currently use the skills outlined below or have used them previously in employment, education, training, volunteering etc.

**Education/Knowledge**

* Specialist/professional knowledge of practice improvement.
* Detailed working knowledge of, and experience in a relevant field[[2]](#footnote-2) addressing Child Sexual Abuse and Child Sexual Exploitation.
* Sound knowledge of, and experience influencing and developing practice
* A professional qualification in a relevant field.
* Further professional development demonstrating specialist expertise in relation to child sexual abuse will be highly regarded. (D)

**Experience**

* Demonstrable experience of leading practitioners to improve practice in addressing child sexual abuse.
* Demonstrable experience of working with senior leaders and influencers to improve practice.
* Demonstrable record of working constructively with partner agencies, commissioners and/or other stakeholders, in a way that enhances organisational reputation.
* Demonstrable experience in leading training and professional development.
* Demonstrable capability in applying and/or undertaking practice research.
* Demonstrable capability in compiling meaningful reports and information on performance and impact for stakeholders.

**Skills/Abilities**

* Ability to demonstrate high standards in their own work and to motivate and direct others with a sense of common purpose, including senior leaders.
* Credibility to describe and role model the highest level of expert practice in their field pertinent to Child Sexual Abuse.
* Can demonstrate effective leadership through their own behaviour and interactions in the workplace.
* To lead the development of conferences and seminars.
* Demonstrable capability to improve practices and service directions and to improve coaching or supervision approaches.
* Ability to advise services in a changing and challenging funding environment.

**Circumstances**

* Accepts requirement to work in a non-smoking environment consistent with Barnardo’s statutory obligations and guidelines on our working environment in all other respects
* The role requires attendance at meetings and other events outside of normal working hours, and/or outside the Locality, to meet the needs of management and key stakeholders
* Flexibility in working hours and location, as per contract of employment, with a reasonable consideration for personal circumstances and needs.

**Competencies**

**Professional/Business Initiative:** Shows the independence and self-reliance to explore new avenues and approaches in response to, or anticipating the needs of situations without being asked. Thinks ahead of the present to act on future needs and opportunities.

**Striving For Excellence:** Desires to improve performance, do a task better (faster, more effectively or at lower cost) by committing self in accomplishing challenging objectives/targets or competing against more stretching self-defined standards of excellence

**Concern For Accuracy:** Acting to minimise errors and inaccuracies, maintaining high standards of accuracy and correctness in dealing with information and data. Adopting an orderly and precise approach to work paying careful attention to following standard procedures and ways of working

**Impact & Influence:** Demonstrating the ability to achieve individual and organisational objectives and targets through the use of effective negotiating and influencing techniques. Intent to persuade, convince and influence others in internal or external environments in order to get support for Barnardo’s desired agenda. External environments may include media, politicians, local authorities, corporate clients and professional bodies.

**Problem Solving:** The ability to analyse in a logical way and identify patterns and connections which are not immediately obvious. The ability to sift out the essential elements from a mass of complex information and integrate and synthesise ideas and information into a coherent whole.

**Team Leadership:** The need to lead groups of people to work effectively together. The intention to take a role as leader of a team/group. ‘Team’ is understood as any group in which the person takes on a leadership role.

**Organisation Awareness:** Understanding and learning the ‘power’ relationships both within the organisation and in other organisations. Identifying who are the real decision-makers and the individuals who can influence them and to predict how new events or situations will affect individuals and groups within the organisation. Considering ‘who needs to know’, level of urgency and the most appropriate communication channels.

**Planning and Organising:** Ensure the successful achievement of results through the effective planning and management of resources, which are in line with the organisation’s strategic direction. Able to think through and adopt a clear, sensible step-by step approach to planning and organising work, making effective use of time and resources in order to get the job done as effectively as possible.

**Team Working:** Working collaboratively and sharing information within and across Barnardo’s to contribute to the effective delivery of Barnardo’s services. Building and maintaining good working relationships with colleagues to foster team spirit, commitment to the team and achievement of shared goals.

**Developing Others:** Genuine intent to foster the long-term learning/ development of others. Developing others to achieve excellence through detailed feedback on current performance, knowledgeable support and meaningful assignments, recognising and celebrating individual success and achievement.

**Barnardo’s Basis and Values, and Equality, Diversity & Inclusion Code of Conduct**

Actively demonstrate Barnardo's Basis and Values and Equality, Diversity & Inclusion Code of Conduct in all areas of work:

* Respecting the unique worth of every person
* Encouraging people to fulfil their potential
* Working with hope
* Exercising responsible stewardship

**Leadership and Management Behaviours**

Act as a role model for the Barnardo's Leadership and Management behaviours:

* Driven to deliver
* Leading and engaging
* Strategic thinking

***To be completed by the People Team / Pay and Reward Team***

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|  | **Name** | **Code** |
| ***Grade*** | D48A |  |
| ***Job Family*** | Support Services | S |
| ***Job Sub-Family*** | Policy and Research | SY |
| ***Organisational Level*** | Senior Manager | SM |
| ***Area*** | Not specified – could be across UK |  |

1. Post-holders will report to the Deputy Director relevant to their professional field. See ‘Additional Information’ sheet. [↑](#footnote-ref-1)
2. (Policing, Social Work, Education or Health - See ‘Additional Information’ sheet). [↑](#footnote-ref-2)