

# Role Profile

## Senior Practice Consultant

### Role Details:

|  |   |                            |                      |
|--|---|----------------------------|----------------------|
| <b>Department:</b>   | Practice & Innovation   | <b>Team:</b>               | Practice             |
| <b>Reports to:</b>   | Head of Practice  | <b>Responsible for:</b>    | Practice Consultants |
| <b>Contract:</b>   | Permanent   | <b>Hours:</b>              | Full-time, 35 hours  |
| <b>Salary Range:</b><br>(+ London weighting added if eligible)       | £42,630-£47,705 plus £2k uplift                                 | <b>Salary Band:</b>        | E plus £2k uplift    |
| <b>Base Location:</b><br>(London, Cardiff, Belfast, Glasgow or home) | Hybrid, with some travel requirements. Office base is optional. | <b>DBS Check Required?</b> | Yes, enhanced        |
| <b>Budget Holder?</b>  | No  | <b>Policy Owner?</b>       | No                   |

### Core Purpose:

The Senior Practice Consultant will provide line management to members of the Practice Team, whilst also contributing to the key services of Advice, Advocacy and Mediation, Training and Practice Consultancy Services.

### Primary Objectives:

1. Provide line management to a team of Practice Consultants, delivering practice services across the UK, line managing the delivery of exceptional practice advice, advocacy and mediation, learning and development and consultancy to enhance and improve fostering for all.
2. Contributing to the organisation's income generation activities through the direct hands-on delivery of practice services.
3. Provide specialist input into the development of fostering policy and practice across the UK ensuring The Fostering Network maintains its role as a sector leader and continues to provide high quality support and advice to its members.
4. Assist with the creation of The Fostering Networks' publications portfolio.

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<sup>1</sup> Please note our policy is to offer at the bottom of the salary band for new starters.

5. To act as a Deputy Designated Safeguarding Lead.
6. Work in collaboration with the Head of Membership and relevant wider stakeholders to build relationships, deliver our membership offer, exploring opportunities to enhance it and to incorporate our practice consultancy offer.

## **Responsibilities:**

1. Provide line management to a team of Practice Consultants, delivering practice services across the UK, overseeing the development and delivery of exceptional practice advice and advocacy and mediation, learning and development and consultancy to enhance and improve fostering for all.
  - Management of Practice Consultants and Associates.
  - Monitor and report on the team's key performance indicators in line with the organisation's processes.
  - Provide technical advice to support members and stakeholders in respect of fostering policy and practice, ensuring all advice and activities are in line with legislation, regulation, statutory guidance and national minimum standards and the promotion of best practice across the fostering sector.
  - Role model engagement in practice learning activity, anti-discriminatory and evidence-informed practice.
2. Contributing to the organisation's income generation activities through the delivery of practice services.
  - Provide advice and advocacy and mediation services, write and deliver sector leading learning materials including training, forums and webinars, provide practice consultancy services.
  - Maintain a child-focused approach at all times.
3. Provide specialist input into the development of fostering policy and practice across the UK ensuring The Fostering Network maintains its role as a sector leader and continues to provide high quality support and advice to its members.
  - Represent The Fostering Network, raising awareness of the needs of looked after children, foster carers and fostering services, maintaining the organisation's reputation as a sector leader, identifying emerging themes and ensuring the organisation plays a leading role in shaping national policy and practice.
  - Work collaboratively across the organisation making links between practice training, support and mediation and policy and campaigns work.
4. Assist with the creation of The Fostering Networks' publications portfolio.
  - To contribute towards the development of the organisation's publications portfolio.
  - To enable and encourage Practice Team Members to contribute towards published practice content and to quality assure these contributions.

5. To act as a Deputy Designated Safeguarding Lead.
  - To participate in Safeguarding Lead cover arrangements and to engage with the relevant safeguarding developmental groups.
  - To take a lead role in the development and delivery of safeguarding training across the organisation.
  
6. Work in collaboration with the Head of Membership and relevant wider stakeholders to build relationships, deliver our membership offer, exploring opportunities to enhance it and to incorporate our practice consultancy offer.
  - To build and maintain positive relationships with all our stakeholders through the direct delivery of services, including facilitation of forums, webinars, delivery of training, consultancy and advice and mediation services.
  - To work in partnership with colleagues to identify opportunities for consultancy, training, learning and development and other products.

#### Team Working:

- Understand and adhere to The Fostering Network’s policies and practices.
- Engage with and demonstrate commitment to The Fostering Network’s mission, vision, values and strategy.
- Proactively engage with the performance development approach, taking responsibility for seeking appropriate development opportunities and taking part in learning.
- Take a relationship-based approach to your work, understanding that creating positive relationships with our internal and external stakeholders is central to achieving our objectives.
- Undertake any other duties appropriate to the level in accordance with agreed procedures and guidelines.

## Main Stakeholders

In addition to their immediate team, this role-holder will particularly work with:

| Internal   | External   |
|--|--|
| Senior Leadership Team<br>Heads of Team<br>Assistant Directors<br>Engagement & Influence Directorate<br>HR and Finance | Members, fostering services, staff and foster carers<br>Associates<br>Other third sector organisations<br>Local Authorities and Trusts<br>Private providers (IFPs)<br>Inspectorates<br>Suppliers (LMS)<br>Forums |

## What we’re looking for:

### Essential Knowledge, Experience & Qualifications

- Social work degree or degree level social work qualification (for example, Dip.SW, CQSW) and full social work registration.
- In depth working knowledge and experience of supporting fostering services with a current understanding of fostering and the issues facing foster care.
- An excellent working knowledge, understanding and working experience of the legislative and regulatory framework that governs foster care and emerging evidence from research.
- Experience of providing supervision and/or support to professionally qualified staff.
- Experience of providing consultancy, advice and mediation services and developing and delivering training.

### **Essential Skills & Attitudes**

- Ability to role model excellent customer service and to develop and build strong working relationships with internal and external groups.
- Creative thinking, problem-solving and the ability to identify opportunities from existing activity.
- Strong communication skills and the ability to listen to and empathise with different stakeholder groups.
- Excellent written communication skills with the ability to write good practice guidance and information for fostering services and other audiences.
- Proven computer skills including knowledge of Microsoft Office and database packages and willingness to learn and use new software as required.
- Ability to work flexible hours, travel, mainly within England and work evenings and occasionally at the weekends, including overnight stays with adequate notice.
- Commitment to maintaining the confidentiality of information held by The Fostering Network
- Commitment to Equality, Diversity and Inclusion
- Commitment to The Fostering Network's mission, vision and values

### **Desirable**

- Care experienced and/or lived experience of foster care
- Practice Education Award