

# Role Profile

## Project Worker

### Mockingbird

#### Role Details:

<b>Department:</b>	England	<b>Team:</b>	Mockingbird
<b>Reports to:</b>	Implementation Manager, Mockingbird	<b>Responsible for:</b>	N/A
<b>Contract:</b>	Permanent	<b>Hours:</b>	Full-time-35 hours per week.
<b>Salary Range<sup>1</sup>:</b> (+ London weighting added if eligible)	£32,480 - £37,555	<b>Salary Band:</b>	Band G
<b>Base Location:</b> (London, Cardiff, Belfast, Glasgow or home)	Home based England - North / Midlands with travel required throughout the UK.	<b>DBS Check Required?</b>	Y
<b>Budget Holder?</b>	N	<b>Policy Owner?</b>	N

#### Core Purpose:

We are seeking a talented individual to join our team of passionate and dynamic project workers within Mockingbird. You will make a vital contribution helping us to sustain and expand this model throughout the UK. In this role you will help make a difference and improve the lives of foster families and of children and young people in foster care. You will provide guidance and support to fostering services to enable them to understand, implement and sustain the Mockingbird model.

This a great opportunity to join the Mockingbird programme at an exciting time of continued growth in a role that offers the opportunity to have a genuine impact on the experiences and outcomes for looked after children and fostering families.

The role is home based but will require extensive travel and occasional overnight stays within the UK on a regular basis.

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

## Primary Objectives:

### Objective 1

To provide support, guidance and quality assurance for fostering services implementing and sustaining the Mockingbird programme

### Objective 2

To work effectively to support the overall operational delivery of the Mockingbird programme throughout the UK

## Responsibilities:

### Responsibilities and accountabilities

- To work to an agreed set of actions to provide ongoing support, training, and quality assurance for UK wide Mockingbird delivery partners. (The majority of support will be offered via email, phone and video call. However, the ability to travel will be required to enable face-to-face support as and when necessary and to attend national programme events across the UK)
- To develop and maintain effective working relationships with designated Mockingbird delivery partners, and other internal and external stakeholders as required.
- To support the design and development of ongoing Mockingbird quality assurance and training processes for all delivery partners; to enhance practice knowledge, identify and address common themes and share learning.
- To work alongside, and support the programme team and the wider organisation, to; develop and sustain the Mockingbird programme, increase its presence and raise awareness throughout the UK.
- To support, contribute to, and attend Mockingbird related events held online and in-person regularly throughout the UK.
- To ensure effective project administration in line with programme processes and The Fostering Network's internal protocols and policies.

Note: tasks and responsibilities are in many circumstances unpredictable and varied. All employees are therefore expected to work in a flexible way when the occasion arises and undertake tasks that are not specifically covered in their job description.

### Team Working:

- Work closely with the Mockingbird team to ensure that plans and priorities align with wider organisational plans and strategies
- Effectively represent the team and actively contribute at internal meetings and external events.
- 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
Mockingbird Team Practice support Wider TFN colleagues	Local authority Fostering Services Independent Fostering Services Foster carers Stakeholders

## What we're looking for:

### Essential Knowledge, Experience & Qualifications

- Experience of providing coaching/support/training to customers via email, phone, video call and in person.
- Experience of delivering training and learning content (online and in person).
- Experience of project work and co-ordination of tasks and outcomes
- Working in a multi-disciplinary environment, and across staff teams
- Working to tight deadlines and prioritising and managing own workload
- Experience of managing sensitive and challenging situations
- Broad understanding of the policy and practice agenda for children's social care
- Experience of handling confidential information in a professional manner.

### Essential Skills & Attitudes

- Excellent interpersonal and relationship management skills
- Excellent communication skills with ability to engage foster carers, young people and staff at all levels
- Ability to problem solve and apply sound judgement at all times
- Ability to work independently and as a member of a team
- Highly organised with an ability to prioritise, plan and work in a systematic way
- Excellent IT skills including confidence with video conferencing platforms (particularly Microsoft Teams and Office 365)

- Ability to inspire trust and gain credibility with senior managers, practitioners, foster carers, young people and a diverse range of stakeholders
- Self-starter with ability to work flexibly, travel and work evenings and weekends if necessary
- 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

- A working knowledge and understanding of the Mockingbird model and programme
- Good understanding of local authority and independent fostering providers remit, responsibilities and management structures
- Working within Children's' Services or with an associated organisation or body
- Working within major change programmes and ensuring clarity, consistency and high quality support
- Experience of project evaluation processes
- Experience of working remotely
- Care experienced and/or lived experience of foster care
- Knowledge of foster care services, trauma-informed approaches and issues relating to looked after children