

Job Description

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| Job title | Trainer Consultant |
| Accountable to | Head of Commercial & Business Development |
| Objectives | To deliver a wide range of learning opportunities and consultancy to a variety of audiences across the UK. Audiences primarily include, foster carers, social workers, managers, consultants with specific focus on fostering practice developments.  To develop high quality training in response to practice developments, research and evidence across the breadth of the fostering arena.  To evaluate course outcomes and the experiences of our customers and work with a focus on continuous improvement at all times.  To adapt delivery to the specific needs of the audience, including face to face and virtual delivery methods.  To promote and market learning and development opportunities to member services and a wide range of stakeholders across the UK  To monitor and record bookings and attendance, completing requirements for CPD accreditation  To liaise with associate trainers to fulfil requests for training which cannot be met with internal resources.  To demonstrate a commitment to child focused practice in all tasks undertaken.  To take a lead role in the delivery of the Fostering Digital Skills project during the first 12 months in post |
| Hours per week | 36 |
| Location | Pan UK – We have adapted a flexible working approach which combines home working and office based working to suit needs. We have offices in Cardiff, Glasgow, London and Northern Ireland. |
| Status | Permanent |
| Disclosure required?  (The post involves contact with children and/or access to confidential information about children and families) | Yes |

## Responsibilities and accountabilities

To deliver training, remotely or in person, in accordance with targets set by the Head of Business and Commercial Development.

To deliver training to a high standard, evaluating and develop own practice as required.

To monitor bookings, track attendance, manage the CPD accreditation and evaluation process, and provide the data needed for reporting purposes.

1. To engage key stakeholders within local authorities and independent fostering agencies to establish models of delivery.

To identify the training requirements of individual agencies and deliver training programmes to meet these requirements

To respond to consultancy requests, offering insight and relevant opportunities for development across the fostering sector as a whole.

To develop and review our consultancy offer

To maintain a high level of commitment to ongoing professional development and to ensure evidenced based practice at all times.

Attend regular team meetings with the Learning and Development Team, and engage with the wider organisation.

## General statement

It is the nature of The Fostering Network that 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.

Person Specification

## Our Values

As an organisation, we believe that we make a difference to foster care and our people values are expressed in the work that we do:

We are TRUSTED

We are TOGETHER

We are VITAL

## Knowledge and Experience

## Essential

1. Experience of leading and evaluating training sessions

2. Experience of planning training events to meet agreed objectives

3. Knowledge of different approaches to training and professional development

4. Experience of implementing anti-discriminatory practice in training

5. Significant experience of social care as it relates to fostering and care experienced children and young people, including safeguarding

## Desirable

1. Experience of working in a fostering team, another childcare service, or as a foster carer

**Skills and abilities**

## Essential

1. Confidence and demonstrable experience of using technology to deliver remote training
2. Good level of verbal and written communication skills when dealing with a range of stakeholders

3. Proven ability to schedule work, prioritise, and manage a workload to meet deadlines

4. Proven ability in managing relationships with colleagues, stakeholders and service users

## Qualifications

**Essential**

1. A Social Work qualification or equivalent

**Desirable**

1. A teaching or training qualification or equivalent

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## Additional Information

**Pay and conditions of service**

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| Band | The Fostering Network Band 4 |
| Salary | £28,014 - £42,021pa |
| Annual Leave | 25 Days plus 5 Fostering Network days |
| Probationary period | 6 calendar months. |
| Notice period | 8 working weeks  One week during probationary period. |
| Hours of work | 36 per week |
| Pension | Optional. Money-purchase scheme and salary sacrifice option is available with AEGON:  Employee contribution is 3% of gross annual salary  Employer contribution is 5% of gross salary. |
| Season Ticket Loan | An interest free season ticket loan is available to all staff immediately. |
| Trade Union | The Fostering Network recognises the trade union Unite  and members of staff can join if they wish. |