

## Job Description

Job title	Head of Mockingbird Programme
Accountable to	Director for Practice
Objectives	<p>To provide strategic leadership and management for all Mockingbird programme activities ensuring the model is delivered to fidelity and required standards, and that all delivery partners receive high quality support.</p> <p>To ensure continuous improvement, measure impact and share learning and development internally and externally through monitoring and evaluation.</p> <p>To manage and the support the Mockingbird programme staff team/</p> <p>To lead on all legal and financial activities related to the delivery and development of Mockingbird across the UK.</p> <p>To contribute to the achievement of The Fostering Network's strategic ambitions and financial targets.</p>
Hours per week	35
Location	Home or Office based in London, Cardiff, Belfast, Glasgow (hybrid)
Status	Permanent
Disclosure required?  (The post involves contact with children and/or access to confidential information about	Yes

children and families)	
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## **Responsibilities and accountabilities**

- Provide leadership and overarching management to the Mockingbird programme team and function across the UK; ensuring consistency and high quality practice in the delivery of the Mockingbird Family Model
- Provide overarching programme management support, ensuring effective programme governance, delivery against agreed milestones and reporting requirements and operation within agreed financial boundaries.
- Manage and monitor funding arrangements and lead on budget responsibility for the Mockingbird programme
- Provide strategic leadership and long-term planning for the development of Mockingbird across the UK, globally and working in partnership with The Mockingbird Society, USA
- Lead on the development of all specialist technical materials relating to Mockingbird in the UK in line with internal standards and brand guidelines, ensuring these reflect the appropriate fostering regulations, practice developments across the sector and meet the needs of delivery partners
- Manage all legal aspects relating to the licensing of the Mockingbird Family model, ensuring a clear legal framework for the activity of The Fostering Network and its delivery partners and leading on any actions taken where licensing arrangements or trademarks are breached.
- Provide leadership and support to the ongoing collation and analysis of data to ensure The Fostering Network and its delivery partners are measuring the impact of the programme for looked after children and foster carers and using this effectively to support long-term sustainability.
- Works in partnership with the Director to develop and maintain strategic working partnerships with fostering services, other organisations and national decision makers across the UK to continue to strengthen awareness and engagement with Mockingbird and representing the role of The Fostering Network in its UK implementation.
- Work collaboratively across the organisation to share learning, and develop new programming based on learning from Mockingbird and programmes across The Fostering Network.

### **Management**

Direct management and supervisory responsibility for two Implementation Managers, and Operations Manager. In addition this role has overall accountability for the activities of the Mockingbird team.

### **Budget**

Holds budget responsibility for all budgets relating to Mockingbird activities across the UK, including externally (restricted) funded activities and commercial contracts.

**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

## Person Specification

### Knowledge and experience Essential

- Designing and managing major change management/multi-partner initiatives
- Working in a multi-disciplinary environment, and across diverse and dispersed staff teams
- Experience of project evaluation and impact measurement
- Designing, managing and reporting against complex budgets
- Working within Children's Services or with an associated organisation or body.
- Working to tight deadlines and prioritising and managing own workload
- Broad understanding of the policy and practice agenda for children's social care
- Good understanding of legislative framework and good practice in foster care
- Clear understanding of the responsibilities and management structures of Children's Services Departments and fostering teams.

### Desirable

- Knowledge of Trademark and licensing practice and experience of developing contracts and legal documents.

### Skills/abilities Essential

- Project management
- Excellent interpersonal and relationship management skills
- Excellent communication skills with ability to engage foster carers, young people and staff at all levels and produce high quality written materials.
- Strong financial management skills
- 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
- Good IT skills
- Ability to think strategically

**Additional Information**  
**Pay and conditions of service**

Band	Band 3 /Band D																																							
Salary	<p>£47,000 - £52,000 (plus LW if applicable)</p> <p>For London weighting to apply you must be located in one of the following boroughs:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Barking &amp; Dagenham</td> <td style="text-align: center;">Barnet</td> <td style="text-align: center;">Bexley</td> <td style="text-align: center;">Brent</td> <td style="text-align: center;">Camden</td> </tr> <tr> <td style="text-align: center;">Croydon</td> <td style="text-align: center;">Ealing</td> <td style="text-align: center;">Enfield</td> <td style="text-align: center;">Greenwich</td> <td style="text-align: center;">Hackney</td> </tr> <tr> <td style="text-align: center;">Hammersmith &amp; Fulham</td> <td style="text-align: center;">Haringey</td> <td style="text-align: center;">Harrow</td> <td style="text-align: center;">Havering</td> <td style="text-align: center;">Hillingdon</td> </tr> <tr> <td style="text-align: center;">Hounslow</td> <td style="text-align: center;">Islington</td> <td style="text-align: center;">Kensington &amp; Chelsea</td> <td style="text-align: center;">Lambeth</td> <td style="text-align: center;">Lewisham</td> </tr> <tr> <td style="text-align: center;">Newham</td> <td style="text-align: center;">Redbridge</td> <td style="text-align: center;">Richmond upon Thames</td> <td style="text-align: center;">Southwark</td> <td style="text-align: center;">Sutton</td> </tr> <tr> <td style="text-align: center;">Tower Hamlets</td> <td style="text-align: center;">Waltham Forest</td> <td style="text-align: center;">Wandsworth</td> <td style="text-align: center;">Westminster</td> <td style="text-align: center;">Kingston upon Thames</td> </tr> <tr> <td style="text-align: center;">Merton</td> <td style="text-align: center;">Corporation of London</td> <td style="text-align: center;">Bromley</td> <td></td> <td></td> </tr> </table>					Barking & Dagenham	Barnet	Bexley	Brent	Camden	Croydon	Ealing	Enfield	Greenwich	Hackney	Hammersmith & Fulham	Haringey	Harrow	Havering	Hillingdon	Hounslow	Islington	Kensington & Chelsea	Lambeth	Lewisham	Newham	Redbridge	Richmond upon Thames	Southwark	Sutton	Tower Hamlets	Waltham Forest	Wandsworth	Westminster	Kingston upon Thames	Merton	Corporation of London	Bromley		
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Annual Leave	25 Days plus 5 Fostering Network days (pro rata, as necessary).																																							
Probationary period	6 calendar months																																							
Notice period	12 working weeks One week during probationary period.																																							
Hours of work	35 per week																																							
Pension	<p>Optional. Money-purchase scheme and salary sacrifice option is available with AEGON:</p> <p>Employee contribution is 3% of gross annual salary</p> <p>Employer contribution is 5% of gross salary.</p>																																							

Trade Union	The Fostering Network recognises the trade union Unite and members of staff can join if they wish.

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I have read and agree the revised job description for:

\_\_\_\_\_ Date \_\_\_\_\_  
(Job title)

Signed \_\_\_\_\_ Print name \_\_\_\_\_  
(Post holder) (Post holder)

Signed \_\_\_\_\_ Print name \_\_\_\_\_  
(Manager) (Manager)