



Organisation: Adoption and Fostering Alliance (AFA) Scotland
Address: Foxglove Offices/Gf2
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Email: info@afascotland.com
Web: www.afascotland.com

Post: Researcher
Hours: 21 hours (3 days) per week
Salary: £33,797 p.a. (pro rata)
Contract: Fixed term post for 7 months (with possibility of extension, dependent on funding)

Reporting to: Maggie Grant (Research Associate)
Robin Duncan (Executive Director)

Background

The Adoption and Fostering Alliance (AFA) Scotland is an independent, charitable organisation dedicated to improving outcomes for children in care by providing support to all those involved in adoption, fostering and kinship care. AFA Scotland was established following the demise of the British Association for Adoption and Fostering (BAAF) in July 2015 and continues to provide services in collaboration with CoramBAAF.

AFA Scotland's multi-disciplinary team has a wealth of experience and up-to-date expertise in adoption, fostering and kinship care practice and delivers a wide range of training, consultancy, workshops and conferences to assist professionals to develop the knowledge and skills they require when working in this specialist area. The team also provides direct services to agencies, including chairing adoption panels, appeal panels, disruption meetings, and running case consultation sessions. An emphasis is placed in all AFA Scotland's work on the need for a multi-disciplinary approach that enables social workers, lawyers, health professionals and educators to work effectively across professional boundaries in order to meet the needs of children and their carers. As a membership organisation, AFA Scotland helps to give agencies and individual members a national and regional voice and contributes to the development of policy and practice at a local and national level. AFA Scotland also hosts Scotland's Adoption Register, an organisation funded by Scottish Government with a remit to promote, support, and facilitate the family finding process for Scotland's children who have been registered for permanence through adoption. From 1 September 2020 AFA Scotland will also jointly host the National Kinship Care Advice Service providing support to kinship carers, the children they look after and all who support them.

We are seeking to recruit an experienced and talented individual as a Researcher to contribute to our current research projects and to the wider range of services AFA Scotland offers. There is some flexibility in the role, and we are willing to consider a job share.

APPLICATIONS

To apply, please submit a CV and a covering letter, which should briefly address each of the criteria outlined in the job description, to Brenda Reilly, Business Support & Finance Manager at info@afascotland.com If you would like to discuss the post further, please contact Maggie Grant on margaret.grant@afascotland.com

Closing date 5.00pm, Wednesday 26th August 2020
Interview date Wednesday 2nd September 2020

The interview will be carried out remotely.

JOB SUMMARY AND PURPOSE

Purpose of the role

This post is primarily to provide support for AFA Scotland's research activities, including carrying out research, contributing to wider projects and providing information on research evidence for AFA's multi-disciplinary membership.

The post-holder will have a lead role on a project with Scotland's Adoption Register exploring a recent rise in the numbers of cross-border adoptions from England. The project will focus on the experiences of adopters and agencies, and how their perceptions relate to other sources of data about cross-border adoptions. The post-holder will gather information, including primary and secondary data, to explore the context of cross-border adoptions. They will carry out data analysis and write up findings, with the support of the Research Associate and SAR's Practitioner/Manager and will also help disseminate the learning from the project.

In addition, they will be involved in identifying and summarising research to provide updates for AFA Scotland's multi-disciplinary professional forums. They will be involved in other current or future projects, dependent on the outcome of funding bids.

The post-holder will be supervised by our Research Associate, Dr Maggie Grant and work closely with other members of the AFA Scotland and Scotland's Adoption Register team.

The role will involve:

- Working with local authorities and other agencies and stakeholders to seek information about their practice and experiences
- Undertaking data collection, including interviews with adoptive parents and social workers
- Accessing secondary data and literature from a range of sources
- Undertaking data analysis (mostly qualitative)
- Seeking and incorporating feedback on draft materials
- Writing as part of the research team
- Carrying out administrative tasks to support the project
- Helping to organise activities to disseminate learning, including online events
- Working closely with AFA's Research Associate and other staff at Scotland's Adoption Register and AFA Scotland to support research and knowledge exchange activities

The successful applicant will be educated to a minimum of master's level with experience of research in the social sciences (e.g. a current doctoral researcher).

The post-holder will be expected to work primarily from home but will be required to attend meetings in Edinburgh in the future if this is possible within the Covid 19 restrictions. AFA Scotland will provide a laptop and other equipment as necessary.

Essential Criteria

- At least a master's degree in social sciences, or a related field
- Knowledge of research methods, including qualitative methods
- Experience of data collection and analysis
- Ability to work sensitively with research participants and adapt data collection practices as required
- Excellent communication skills in both spoken and written English
- Ability to write for a range of audiences
- Ability to engage external collaborators
- Excellent administrative, organisational and team-working skills
- Good analytical and critical thinking skills
- Good IT skills
- Proven record of meeting deadlines within an agreed framework
- Ability to work autonomously and independently