



TRAINER CONSULTANT

AFA Scotland is currently recruiting for a trainer consultant. Please click on the link for further details.

Applications should be submitted using the attached application form no later than Friday 27 September 2019 to:

Brenda Reilly, Business Support & Finance Manager
Foxglove Offices, 14 Links Place, Edinburgh EH6 7EZ
Tel: 0131 322 8409
Email: brenda.reilly@afascotland.com



Organisation: Adoption and Fostering Alliance (AFA) Scotland
Address: 14 Links Place
Edinburgh, EH6 7EZ
Tel: 0131 322 8490
Email: info@afascotland.com
Web: www.afascotland.com

Post: Trainer Consultant (subject to a PVG enhanced check)

Contract: Permanent contract
The role is subject to a 6-month probationary period

Hours: 4 days per week (28 hours)
(with option to extend to 5 days as demands on the service permit)

Salary: £42,436 p.a. (pro rata) (Salary scale £42,436 - £47,740 p.a. pro rata)

Reporting to: 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 working with looked after children. AFA Scotland provides a range of services that inform, educate and support the agencies and professionals working with children and young people, with a particular emphasis on achieving positive outcomes for children who are cared for through adoption, fostering or kinship care. Our services support agencies and professionals to implement child centred, evidenced based practice that will involve the children in decisions about their lives, protect their rights and promote equality. An emphasis is placed 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 uses its links with professional bodies and agencies across the country to contribute to the development of policy and practice at a local and national level.

AFA Scotland's multi-disciplinary team has a wealth of experience and up-to-date expertise in practice relating to adoption, fostering and kinship care 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.

We are seeking to recruit a highly experienced and talented individual as a trainer consultant to contribute to the delivery of training, the provision of advice and consultancy and to the wider range of services AFA Scotland offers.

APPLICATIONS

Applications for the role of Trainer Consultant should be made using the attached application form and should be forwarded to: Brenda Reilly, Business Support & Finance Manager at the above address. If you would like to discuss the post further, please contact Robin Duncan on 0131 322 8490 or by email at robin.duncan@afascotland.com.

Closing date 27th September
Interview date Friday 18th October
Location 14 Links Place, Edinburgh, EH6 7EZ

JOB SUMMARY AND PURPOSE

Purpose of the role

1. To provide authoritative advice and support to member agencies, practitioners and individuals involved in adoption, fostering, kinship care and other work with looked after children, promoting best practice that will improve outcomes for children in care.
2. To provide opportunities for practitioners from a range of professional disciplines to share and develop best practice.
3. To provide a range of direct services to agencies and practitioners within the social work, education, legal and medical professions. These may include, training, workshops, consultancy, independent chairing of meetings and panels, placement co-ordination, disruption meetings and service and case reviews.
4. To participate in the development of the service provided by AFA Scotland and to support its role in providing an independent voice on matters of adoption and fostering policy and practice at a local and national level.

Main duties and responsibilities will include

1. To design and deliver training and consultation sessions for agencies.
2. To deliver workshops to a range of professionals working in the adoption, fostering and kinship care field.
3. To support AFAs work with other professionals, particularly with members of the Medical Advisers' forum
4. To co-ordinate or assist with co-ordinating one or more of AFA's membership forums, in particular those for medical advisers and the chairs of adoption and fostering panels
5. To support the delivery of AFA's Postgraduate courses "Securing Children's Futures", and "Relative Matters"
6. To work with other AFA staff to develop the training and consultancy programme.
7. To chair and/or be a member of adoption and fostering panels as required.
8. To provide advice on a range of child care matters relating mainly to adoption, fostering, permanence and kinship care.
9. To attend relevant meetings across Scotland and to be engaged in the development of local and national policy and practice.
10. To support the running and organisation of other AFA Scotland events including conferences.

PERSON SPECIFICATION

AFA Scotland is seeking to recruit a trainer consultant with a background in social work to join the multi-disciplinary team. The candidate will have extensive experience in child care practice particularly in the field of fostering, adoption and kinship care, and proven abilities in delivering training and support to practitioners from different professional disciplines.

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> Professional Qualification in UK social work or equivalent qualification in allied field. Evidence of post qualifying training and/or research. Registration with SSSC or other UK Social Services registration body. 	<ul style="list-style-type: none"> Registration with SSSC or other UK Social Services registration body.
Knowledge	<ul style="list-style-type: none"> Extensive knowledge of child care practice in Scotland particularly in relation to fostering, adoption, kinship care and work with looked after children. Clear understanding of the relevant legislation and the legal issues relating to child care practice and permanence. Familiarity with key research in relation to child care and fostering, adoption and kinship care. Commitment to and understanding of equal opportunities. 	<ul style="list-style-type: none"> Specific knowledge of particular areas of practice relating to the health, educational or developmental needs of children in care.
Experience	<ul style="list-style-type: none"> Experience of family placement work and the care of looked after children Experience in successfully designing training programmes for practitioners and professionals working within child care including social workers, carers, adopters and other professionals. Experience of delivering training to multi-agency groups. Experience of contributing to the development of policy and practice at a local or national level. Experience of customer service and providing general advice. Experience of organising and chairing meetings and groups. 	<ul style="list-style-type: none"> Experience in management of family placement or other child care services. Involvement in strategic /policy development. Experience of participation in national strategic groups. Specific experience in relation to services focussed on the health, educational and/or developmental needs of children. Specific experience in providing and developing services for kinship carers. Experience of chairing or being a member of adoption and fostering panels.
Skills	<ul style="list-style-type: none"> Ability to devise, organise, present and evaluate training material in response to demand from agencies. Ability to deliver training to a wide range of multi-disciplinary stakeholders. Ability to provide advice and consultation to practitioners and 	<ul style="list-style-type: none"> Skills or experience developed in relation to a specific area of practice such as therapeutic work with children, counselling or kinship care.

	<p>agencies about policy, practice and particular case issues.</p> <ul style="list-style-type: none"> • Highly developed skills in networking across agencies. • Excellent communication skills, both written and verbal. • Excellent interpersonal skills. 	
<p>Job specific requirements</p>	<ul style="list-style-type: none"> • Ability to work autonomously, prioritise workload and meet deadlines. • Administrative and organisational competence, including excellent IT skills. • Ability to contribute to the development of the service provided by AFA Scotland. • Ability to contribute to the development of child care policy and practice at local and national level. • Ability to maintain confidentiality and knowledge of current data protection policies and the handling of information. • Capacity to work flexibly according to demands on the organisation and role. • Willing to travel, which will involve some unsocial hours and occasional overnight stays away from home. • This post will require a considerable amount of home working together with office based work. 	