



TRAINER CONSULTANT

AFA Scotland is currently recruiting for a trainer consultant. We particularly welcome applications from people with personal as well as professional experience of providing or receiving care.

Applications should be submitted using the attached application form no later than Friday 5 March 2021 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: Foxglove Offices/Gfs
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 - 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: £43,709 p.a. (pro rata) (Salary scale £43,709 - £49,172 p.a. pro rata)

Reporting to: Executive Director

BACKGROUND

Adoption and Fostering Alliance (AFA) Scotland is an independent, charitable organisation dedicated to improving outcomes for care experienced children by providing support to all those working with and caring for the 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 and their families 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, their families 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 charring panels (adoption, fostering and kinship), 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, the development of practice and policy, 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 5.00pm Friday 5 March 2021
Interview date Monday 22 March 2021
Location On-line using MS Teams

JOB SUMMARY AND PURPOSE

Purpose of the role

1. To provide authoritative advice and support to member agencies, practitioners and individuals involved in adoption, permanence, fostering, kinship care and other work with care experienced children and their families / carers - promoting best practice that will improve outcomes for the children.
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 health professions. These may include, training, workshops, consultancy, independent chairing of meetings, 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 policy and practice at a local and national level relating to childcare planning, permanence and family support.

The main duties and responsibilities will be:

1. To design and deliver training and consultation sessions for agencies.
2. To deliver workshops to a range of professionals involved in childcare planning, permanence and support to families and carers.
3. To devise resources and materials for use by practitioners, children, carers and parents in relation to childcare planning, permanence and support to families and carers.
4. To support AFA Scotland's contribution to the development of practice and policy at local and national level, with particular reference to the changes required to implement the findings of the Care Review as set out in #KeepThePromise.
5. To co-ordinate or assist with co-ordinating one or more of AFA's membership forums, in particular those for medical advisers-.
6. To work with other AFA staff to develop the training and consultancy programme.
7. To provide advice on a range of matters relating to childcare planning, permanence and family support childcare
8. To attend relevant meetings across Scotland and to be engaged in the development of local and national policy and practice.
9. 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 planning and/or permanence work and the support of families and carers, have proven abilities in contributing to the development of policy and practice and 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. 	<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 care experienced children and their families/ carers. 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, fostering, adoption, kinship care and family support. 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 care experienced children.
Experience	<ul style="list-style-type: none"> Experience of family placement work and working with care experienced children and their families Experience of contributing to the development of policy and practice at a local or national level. 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 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 providing and developing services for kinship carers. Specific experience in providing and developing support for birth parents and wider family members. Specific experience in relation to services focussed on the health, educational and/or developmental needs of children.
Skills	<ul style="list-style-type: none"> Ability to devise, organise, present and evaluate training material in response to demand from agencies. Ability to produce clear and succinct information and resources to support policy and practice development Ability to deliver training to a wide range of multi-disciplinary stakeholders. 	<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. Skills in digital communication and

	<ul style="list-style-type: none"> • Ability to provide advice and consultation to practitioners and agencies about policy, practice and particular case issues. • Highly developed skills in networking across agencies. • Excellent communication skills, both written and verbal. • Excellent interpersonal skills. • Ability to deliver services online and familiarity with the relevant IT platforms. 	<p>development of e-learning approaches.</p>
<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 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 (as and when the pandemic regulations make this possible). 	<ul style="list-style-type: none"> • Personal experience of providing or receiving care.