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**TRAINER CONSULTANT**

AFKA Scotland is currently recruiting for the position of full time Trainer Consultant. We particularly welcome applications from people with personal as well as professional experience of providing or receiving care.

**Closing date**

Applications should be submitted using the attached application form no later than 5pm on Monday 11 July 2022 to:

Angie Gillies, Director

Foxglove Offices/Gf2, 14 Links Place, Edinburgh EH6 7EZ

Tel: 0131 322 8409

Email: [angie.gillies@afkascotland.org](mailto:angie.gillies@afkascotland.org)

**Interview date** Tuesday 19 July 2022 (*alternative dates possible*)

**Location** AFKA Scotland Office

Foxglove Offices/Gf2

14 Links Place, Edinburgh EH6 7EZ

*(The intention is to conduct the interviews in person. Online interviews are possible due to geographical distance or if unable to attend on 19 July. Alternative dates for online arrangements can be made.)*

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Organisation: Association for Fostering, Kinship and Adoption Scotland

Address: Foxglove Offices/Gf2

14 Links Place

Edinburgh, EH6 7EZ

Tel: 0131 322 8490

Email: info@afkascotland.org

Web: www.afkascotland.org

Post: Trainer Consultant (subject to enhanced disclosure check)

Contract: Permanent - Subject to a 6-month probationary period

Hours: Full time (35 hours per week) (flexible)

Salary: £44,146 p.a. (Salary scale £44,146 - £49,664)

Reporting to: Executive Director

**Background**

The Association for Fostering, Kinship and Adoption Scotland (AFKA) is an independent charity that promotes and facilitates evidence-informed best practice in fostering, kinship care and adoption, through advising, training, and influencing practitioners and policymakers, and supporting them to improve outcomes for children and families.

Our Vision is a future where every practitioner working with children, young people and their families is knowledgeable, skilled, confident, and empowered to support the safe, secure, and loving care to which every child has a right

Our services support agencies and professionals to implement child centred, evidenced informed practice that involves children and their families in decisions about their lives, protect their rights and promote inclusion. Through our multi-disciplinary communities of practice, we enable social workers, lawyers, health professionals and educators to work effectively across professional boundaries to meet the needs of children, their families, and their carers. As a membership organisation, AFKA 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.

AFKA Scotland’s multi-disciplinary team has a wealth of experience and up-to-date expertise in practice relating to kinship care, fostering and adoption and delivers a wide range of workshops and consultancy, post qualifying training, and conferences to assist professionals to develop the knowledge and skills they require when working in this specialist area. Our Trainer Consultants provide direct services to agencies, including chairing panels (kinship, fostering and adoption), appeal panels, learning from disruption meetings, and providing case and service consultation sessions.

We work closely with our research colleagues in AFKA Scotland, and our research underpins our evidence informed approach. We are committed to #keepthepromise and have been on a journey to adapt to the changing landscape of care in Scotland.

We are seeking to recruit a highly experienced and talented individual to contribute to the delivery of workshops and post qualifying training, the provision of advice and consultancy, the development of practice and policy, and to the wider range of services AFKA Scotland offers.

**APPLICATIONS**

Applications for the role of Trainer Consultant should be made using the attached application form and forwarded to: Angie Gillies, Director, at angie.gillies@afkascotland.org. If you would like to discuss the post further, please contact Angie on 0131 322 8490 or by email above.

**Closing date** 5.00pm Monday 11 July 2022

**Interview date** Tuesday 19 July 2022

**Location**  AFKA Scotland Office, Foxglove Offices/Gf2, 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 kinship care, fostering, adoption and permanence and other work with children, young people, and their families / carers with care experience – promoting evidence informed best practice that promotes a good childhood and the best outcomes for children and young people.
2. To provide communities of practice for practitioners from a range of professional disciplines and to facilitate their participation in forums providing support and the opportunity to share practice developments.
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 (which may involve direct contact with children and young people), independent chairing of meetings and panels, learning from disruption meetings and service and case reviews.
4. To participate in the development of the service provided by AFKA Scotland and to support its role in providing an independent voice on policy and practice at a local and national level in kinship care, fostering, adoption and permanence.

**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 providing services to children and young people, their families of origin, and within kinship, fostering, adoption and permanence.
3. To develop resources and materials for use by practitioners working with children and young people, their families of origin, and within kinship, fostering, adoption and permanence.
4. To support AFKA Scotland’s contribution to the development of practice and policy at local and national level, to #keepthepromise and work alongside colleagues in our hosted services: Scotland’s Adoption Register and the Kinship Care Advice Service Scotland.
5. To contribute to AFKA Scotland Projects funded by the Promise Partnership which may involve connecting, developing and delivering training and practice guidance with our partner agencies with the aim of promoting a good childhood and staying connected.
6. To co-ordinate or assist with co-ordinating one or more of AFKA’s community of practice Forums.
7. To work with other AFKA Scotland staff to develop the workshop, training, and consultancy programme.
8. To provide authoritative advice and support to member agencies responding to enquires timeously.
9. To attend and facilitate relevant meetings across Scotland or online, and to be engaged in the development of local and national policy and practice.
10. To support the running and organisation of other AFKA Scotland events including conferences.

**person specification**

AFKA 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 childcare planning, kinship care, fostering, adoption and/or permanence work and the support of families and carers, and have proven abilities in contributing to the development of policy and practice and in delivering training and support to practitioners from different professional disciplines. They must be committed to #keepthepromise and to work towards AFKA Scotland’s Vision.

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| **Criteria** | **Essential** | **Desirable** |
| Qualifications | * Professional Qualification in UK social work. * Evidence of post qualifying training and/or research. | * Registration with SSSC or other UK Social Services registration body. |
| Knowledge | * Extensive knowledge of childcare practice in Scotland particularly in relation to kinship care, fostering, adoption and permanence and work with care experienced children and their families/carers. * Clear understanding of the relevant legislation and the legal issues relating to childcare practice and permanence. * Familiarity with key research in relation to childcare, fostering, adoption, kinship care and whole family support. * Demonstrate knowledge of the Promise and current change planning for its implementation. * Commitment to valuing diversity and promoting equality and challenging discrimination. | * Specific knowledge of areas of practice relating to the health, educational or developmental needs of children and young people with care experience. |
| Experience | * Experience of family placement work and working with children and families with care experience. * 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 childcare including social workers, carers, adopters, and other professionals. * Experience of delivering learning and development and training to multi-agency groups. * Experience of organising and chairing meetings and groups. | * Experience in management of family placement or other childcare 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 | * 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. * Ability to provide advice and consultation to practitioners and agencies about policy, practice, and particular case issues. * Highly developed skills in networking across agencies and influencing in relation to the Promise. * Excellent communication skills, both written and verbal. * Excellent interpersonal skills. * Ability to deliver services online and familiarity with the relevant IT platforms. | * Skills in digital communication and development of e-learning approaches. |
| Job specific requirements | * 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 services provided by AFKA 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). | * Personal experience of providing or receiving care. |