



Head of Practice Development, Services & Innovation

Home-based (with travel to Head Office and Family Action services when required)

37 hours per week (full-time, 5 days)

Grade 5 point 39-46: £44,983 - £52,087 per annum + £480 homeworking allowance per annum

Permanent Contract

Are you a self-motivated team player with a can-do attitude, who is solution focused and passionate about making a difference? If so, we want to hear from you.

At Family Action we transform lives by providing practical, emotional and financial support to those who are experiencing poverty, disadvantage and social isolation. We have been building stronger families since 1869 and today we work with more than 60,000 families in over 150 community based services, as well as supporting thousands more through national programmes and grants.

We're incredibly honoured to have won Charity of the Year at Third Sector Awards in 2021 and 3 Star award for staff engagement in Best top 100 companies. A 3 Star accreditation, as the highest standard of workplace engagement, representing organisations that truly excel, are awarded to organisations with a BCI score of 738 or higher, reflecting 'world class' levels of workplace engagement. Amazing recognition for our work over the past 12 months in response to the pandemic and beyond. These awards are some of the most important ways the third sector publicly recognises excellence and achievement, and so to win these are true testaments to the hard work, passion and commitment of our staff and supporters.

This is an important role in Family Action. You will report directly to the Director of Services & Innovation and your key purpose will be to Lead the organisational development of best practice across the 140+ services to achieve excellent outcomes for children, families and adults. You will lead the development and coordination of an organisational strategy and delivery plan for the thematic work areas across Family Action's services, enabling a managed and effective delivery of evidenced informed practice, achieving excellent outcomes, maximising our ability to win new service contracts, and enhancing our influencing work on external policy.

You will also support the organisation to adopt a culture of learning, enabling and embedding the required learning and development across services and Family Action. You will lead, establish and coordinate Family Actions thematic groups across our identified service areas and develop organisational repositories for evidence based and informed practice tools, outcomes tools, and shared learning across the organisation.

You will be able to work collaboratively across the organisation, mapping and managing the organisation wide project interdependencies that will be critical to the success of thematic working, within services and Family Action organisationally.

Your role would be varied, exciting and incredibly worthwhile. At its heart is a striving for excellence, maximising outcomes and the need to ensure that children and adults get the right support, of the highest quality at the right time. If you are you looking for a diverse, ambitious and fast paced organisation, you have found it.

We are looking for an autodidactic self-starter, who can draw learning from a range of sources, contextually analyse the evidence, recognise the generalisable from the one offs, and piece it all together with strategic finesse. We need someone with substantial experience of frontline and management practice working in services for people. Alongside this, you must have extensive experience of supporting organisational development and staff development including evidence informed practice as a means of continuous learning and improvement. You would need to be resilient and tenacious; and bring an understanding of the challenges faced by staff and managers, learnt through your direct experience.

We are committed to Equality, Diversity & Inclusion in all that we do and welcome applications from all sections of the community. We particularly welcome applications from Black, Asian and minority ethnic candidates, LGBTQIA+ candidates and candidates with disabilities because we are committed to increasing the representation of these groups at Family Action. We know that greater diversity will lead to even greater results for families and children and strive for our workforce to be truly representative of the diverse communities we support. We offer a guaranteed interview scheme for disabled applicants and will reimburse your travel cost if you attend an interview.

What will we offer you?

We'll offer you a generous pension scheme and leave entitlements, eye care vouchers, a cycle to work scheme and other great benefits. We are happy to talk flexible working. All roles in Family Action are open to a discussion about possible flexible working options, subject to business needs, and all new starters will have the right to make a flexible working request from day one of employment. We have an excellent wellbeing offer and we will invest in your professional development with on-going quality training and career development opportunities. You'll join an established, supportive and high-performing service and have the opportunity to thrive in an innovative organisation that values your opinion, encourages learning and has the needs of children and families at its core.

We are forward looking, ambitious and committed to continuous improvement. We are a **people focused, can-do** organisation, which strives for **excellence** in all we do and operates with **mutual respect**. If you share these values and behaviours and have the necessary skills then we look forward to hearing from you.

For an application pack and further information please visit:

www.family-action.org.uk/get-involved/work-us/current-vacancies/

Please email completed applications to: completed.application6@family-action.org.uk

Closing date: Sunday 17th July 2022 at 23:59 (midnight)

Interview date: TBC

Appointments are subject to Family Action receiving a satisfactory disclosure from the Disclosure and Barring Service.

ID: 437