

Boingboing Job Description and Person Specification



Role:	Practice Development Lead
Reports To:	Chair of Directors - Boingboing
Location:	Blackpool or Brighton base with flexible homeworking
Hours:	Full-time
Salary scale:	£37 - £47k depending on skills and experience Generous relocation package available if moving to Blackpool
Contract Length:	Permanent
DBS Status:	Enhanced check with a Children's Barred List check

Purpose of role

This role requires both a strategic and practice focus on supporting partner agencies and commissioned projects to embed and develop practice in line with the Boingboing Resilience Approach (RA). In particular, the role will:

- model and apply co-productive practice principles to ensure the knowledge, expertise and voice of all stakeholders is recognised, valued and heard
- working with strategic leaders, commissioners and partners to align the policy and practice of services for children, young people and families with the RA approach
- facilitate learning opportunities using a range of approaches (for example training days, Community of Practice, consultancy and/or supervisory activity) to support other professionals and commissioners to gain a deep understanding of RA and how young people and their families can benefit from this approach
- support practitioners across a range of service providers to develop the knowledge, skills and confidence to implement systems and practices that utilise RA as part of their core offer
- champion the development of RA that challenges social inequalities and promotes social justice for children, young people and families
- source contract opportunities, liaise with potential partners and submit bids to further embed RA within national and local services
- represent Boingboing in campaigning for social justice for children, young people and families

Main Duties and Responsibilities

- To work co-productively with strategic and practice networks (including children, young people and families) to develop a delivery plan for the integration of RA into services and schools
- To develop and deliver a range of learning opportunities that support the integration of RA across all services
- To offer practice support and guidance and co-produce high quality tools and resources that enable practitioners to confidently utilise and embed RA
- Provide professional, reflective supervision and support to Boingboing and external practitioners in accordance with RA principles and with a particular emphasis on the integration of RA into a range of disciplinary practices
- To effectively use data and performance management information to improve RA practice and good practice within wider services to improve outcomes for children, young people and families
- Promote a safe, supportive and collaborative learning environment that appreciates the challenges of integrating a new approach within external services and partner agencies

- Develop and maintain a presence within appropriate forums that advocates for an approach to mental health that is embedded within the community and challenges social inequalities and promotes social justice, such as RA
- Maintain an awareness of up to date research and development pertaining to resilience and social justice
- Maintain accurate, up to date records safely and confidentially in accordance with Boingboing's policies and procedures

Qualifications	Essential (E) or Desirable (D)	E/D
<ul style="list-style-type: none"> • Professional vocational qualification for example Teaching, Counselling, Clinical or Educational Psychology, Nursing, Social Work, Family Therapy, Occupational Therapy, Youth and Community work • Registration with professional body (HCPC, BPS, GMC, NMC etc) if appropriate • Evidence of further training in a field relevant to the post 		E D E

Values, Knowledge, Experience	Essential (E) or Desirable (D)	E/D
<u>Values</u> <ul style="list-style-type: none"> • Sharing the values of the Boingboing team and implementing them through your practice and your representation of Boingboing to external partners and audiences 		E
<u>Knowledge</u> <ul style="list-style-type: none"> • An excellent grasp of the issues facing disadvantaged communities and individuals, knowledge of the social determinants of health and how to challenge them in practice • High level knowledge and awareness of resilience, emotional wellbeing and mental health issues and their impact on children and families • Knowledge of the resilience literature base including the Boingboing approach and how young people and their families can benefit from this approach • Knowledge of the national and local policy landscape and legislative context regarding both children and young people's resilience • Knowledge of the complexities and dynamics, both strategic and operational, of working within multi / inter-disciplinary teams and within multiple funding portfolios • Competent IT skills and the ability to navigate around various systems and software packages 		E E E D D D
<u>Skills</u> <ul style="list-style-type: none"> • Ability to respectfully work alongside and communicate effectively with children, young people and families eliciting the voice of the child and family and ensuring it is at the forefront of all practice • Ability to contribute to academic research projects, read, digest and present academic theories and research • Ability to motivate and develop others across professional and organisational boundaries • Ability to present and communicate effectively across a range of audiences including young people, families, practitioners, managers, commissioners and policy makers • Ability to work as part of a team and also to work independently modelling good practice 		E D E E E

<ul style="list-style-type: none"> • Ability to achieve timely outcomes, meet deadlines and display organisational skills 	E
Ability to identify issues, think creatively and to identify solutions to complex problems	E
<ul style="list-style-type: none"> • Ability to undertake national and international travel and some evening and weekend work as necessary 	E
<u>Experience</u>	
<ul style="list-style-type: none"> • Significant level of experience of working with children, families and communities 	E
<ul style="list-style-type: none"> • Significant level of experience in operational and strategic leadership 	E
<ul style="list-style-type: none"> • Substantial experience of strengths-based practice, including participatory practice with children, young people and families 	D
<ul style="list-style-type: none"> • Significant experience of planning and facilitating learning opportunities and group work to a range of audiences in a variety of ways and on sensitive issues 	E
<ul style="list-style-type: none"> • Experience of co-production 	D
<ul style="list-style-type: none"> • Substantial experience of collaborative working with partner agencies, understanding professional roles and responsibilities and planning best outcomes for children and young people 	E
<ul style="list-style-type: none"> • Substantial experience of delivering or overseeing evidence-based programmes 	D
<ul style="list-style-type: none"> • Substantial experience of managing and developing staff 	E