



Role description

Post:	Practice Development ConsultantTrainer
Location:	This role is based is home based. To ensure availability for in-person meetings and collaboration when required, applicants must reside within approximately one hour's commute of Leeds or Manchester
Contract type:	Full-time
Contract length:	Permanent
Reports to:	Head of Safeguarding
Grade:	5
Line Manages:	N/A

Job Purpose:

The purpose of the role is to help local authorities, health and care providers, housing providers, charities and faith groups to transform the care and support they provide and to improve outcomes for people in local communities through the provision of high-quality evidence-based learning and development activities , and , consultancy to support service improvement.

The postholder will contribute to the development of appropriate learning and improvement resources and the delivery of a range of projects and training programmes to organisations across the country. They will work closely with colleagues to create a motivating and engaging learning environment for all professionals attending SCIE's courses and contribute to SCIE's success as a leading provider of training and consultancy in health and social care.

Main Duties

1. Planning, developing, delivering and facilitating face to face and virtual training to multiple stakeholders across the social care sector
2. Creating a stimulating, motivating and safe environment for delegates to develop new knowledge and skills to inform and improve their practice
3. Producing and updating learning materials and best practice guidance, ensuring all SCIE training products are engaging, innovative and have impact on the sector
4. Developing and maintaining relationships in order to understand the communities, organisations and sector SCIE works with to develop new and relevant training offers and respond to opportunities
5. Leading on the delivery of commissioned work to time, within budget and to a high standard through project management involving teams of staff from both across SCIE and outside of it, using SCIE processes and systems
6. Ongoing evaluation and improvement of SCIE's training offer through obtaining and analysing feedback from attendees and researching and implementing new teaching methods
7. Working with commissioners, customers, the workforce, people with lived experience and carers to ensure that SCIE's learning resources are appropriate and useful
8. Representing SCIE in a range of training forums to collaborate on work, promote and disseminate SCIE's products and services, contribute to improved practice in social care through writing for publication, public speaking and the development of SCIE improvement resources
9. Keeping own professional expertise and knowledge on legislation, policies and practice up to date in order to make an informed contribution to the development of SCIE's offer to the sector
10. Communicating clearly and to a high standard to multiple audiences including senior leaders, practitioners, people who use services and members of the public

General responsibilities:

1. Have fun and challenge yourself at work, model the charity's values and abide by our policies and practices.
2. Embrace diversity and share in our commitment to equality of opportunity and to eliminating discrimination.
3. Work flexibly and positively contributing to good team working and the delivery of the SCIE's objectives through matrix working.
4. Show a clear commitment to working with people with lived experience in a sensitive and non-judgmental way to facilitate positive working relationships.
5. Other tasks as may be required, commensurate with the level of the post

General Comment

This job description describes the principal purpose and main elements of the job. It is a guide to the nature of the main duties as they currently exist but is not intended as a wholly comprehensive or permanent schedule of tasks.

PERSON SPECIFICATION

Essential:

1. A clear understanding of, and commitment to, equal opportunities and diversity, and the commitment to promote high standards of conduct, integrity and probity.
2. Demonstrable knowledge of adult social care and especially the Care Act 2014 and how it is used in practice.
3. Excellent understanding of strengths-based and person-centred approaches in social care
4. Experience of delivering face to face and online training and facilitating reflective practice sessions
5. Excellent understanding of different teaching methods with the ability to adapt them to client needs
6. Demonstrable experience of the development, evaluation and improvement of training materials and learning resources
7. Excellent communications skills, with the ability to present to, and facilitate discussions, with a wide range of stakeholders, including senior leaders, managers, practitioners and people who use services and carers.
8. Excellent written (to publication standard) communication skills and ability to write efficiently, in an accessible manner for the identified audience.
9. Excellent project management skills and ability to prioritise a complex and demanding emergent and variable workload.
10. Excellent budget management skills and ability to cost and bill for work in an accurate and timely manner.
11. Experience of managing a wide range of stakeholder relationships including with people who use services, their supporters, practitioners, policy makers and research and development communities.
12. The ability to work effectively from home with experience of using ICT effectively (including Microsoft Office and project management systems and tools) and use data in accordance with GDPR principles.
13. Experience of establishing and maintaining effective, collaborative working relationships and supporting colleagues.

Desirable

- Demonstrable knowledge of the Mental Capacity Act 2005, DoLS and LPS
- Experience of working in adult social care within a local authority
- Experience in safeguarding