



**Cumberland
Council**

Post Specification

Date	August 2025
Post Group Number	8771
Post Title	Families First Practice Development Lead
Job Family	People Care and Development
Job Family Role Profile	PCD15
Final Grade	15

To be read in conjunction with the job family role profile

Service Area description

The post is based within the Children and Family Well-being Quality Assurance Team.

This post will take a key lead around practice transformation for Family Help in line with the new reforms led by the department of education including providing targeted training, monthly group reflective practice sessions and one-to-one consultation for key practitioners, and to work with the project team to bring together targeted early help, child in need, and multi-agency child protection into a seamless system of help, support and protection.

Purpose of this post

To enable families to get the best outcomes by providing leadership and co-ordination of practice transformation and developing Family Help services to be outstanding.

Support the development of a FHLP role which looks at the overlapping worker designations (Early Help, Child in Need, etc.) who remains the family's main point of contact throughout their journey in the system

To act as a role model, embedding our culture and value base across Children's Services, ensuring that children and young people are at the heart of all we do.

To lead on the development and maintenance of Family Help (Early Help) practice standards, ensuring that we continue to drive practice forward, to deliver an outstanding service for children, young people and their families.

To work with our service across Children's with a focus on Family Help to improve practice by providing consultation, teaching and training as required working with the principle social worker.

Key job specific accountabilities

- To support Family Help and targeted preventative practitioners improving their skills in working with young people and their families who experience multiple and complex needs, including developing systemic practice through advice and consultation
- To provide additional training and teaching to Early Help teams as needed to embed systemic principles, tools and practice.
- To offer and provide group reflective practice sessions and supervision on an ongoing basis (for example, monthly).
- To work with the Principle social worker contributing to strategies and actions which support us to embed a professional and accountable culture which ensures children and young people are at the heart of all we do.

- To ensure our strengths-based approach to working with children and families grows and makes a real and sustainable difference.
- To act as the lead on Family help services as part of workforce consultation, ensuring that we listen and invest in our workforce, developing approaches which contribute to this.
- To work closely with the principle social worker, senior manager, service managers and team managers to ensure there are seamless process for families to be stepped up and down and to develop and strengthen locality responses to thresholds of need.
- To support the development and use of the Early Help Module as the case recording system for all family help services. To actively use this system, complete audits of the quality of case recording by staff and report on implementation.
- To lead on all aspects of audit by providing expert advice and guidance through the coaching and mentoring of practitioners and managers in Fh, P and YJ. You will ensure that meaningful engagement and accountability is achieved across the service and themes and outcomes from audit are shared and influence planning at all levels with a relentless focus on practice and a real focus on the voice of the child.
- Work in partnership with the data performance team to ensure that data, quality assurance and workforce development are triangulated in a meaningful way and are used to influence the strategic and operation practice across the service.
- Take responsibility for research and development across the service, ensuring that legislation, policy and best practice is understood and implemented.
- Work directly with individual practitioners or groups of practitioners to provide specialist advice and development opportunities which promote learning and raises practice standards.
- The post requires office-based working, working in a variety of settings and centres and when appropriate working at home.

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post

Budget Responsibilities	<ul style="list-style-type: none"> • In line with delegated decision policy
Staff Management Responsibilities	<ul style="list-style-type: none"> • Cover for colleagues as and when required including out of hours
Other	<ul style="list-style-type: none"> • N/A

Essential Criteria - Qualifications, knowledge, experience and expertise

Qualifications

- Degree or equivalent in a relevant field (Youth, Health, Education, Social Care,)

Knowledge

- Expert knowledge in the field of working with children, young people, and their families.
- Knowledge of vulnerable groups, especially children with learning difficulties and disabilities.
- Understanding of child exploitation, mental health, domestic abuse, substance misuse and neglect and the impact on children and young people.
- Knowledge of commissioning and performance management
- Understanding of relevant research evidence, policies, guidance, and legislation in respect of children and families
- Evidence of ongoing professional development and regulation
- Understanding of complex partnership working.
- Understanding of signs of safety and strength-based and relationship practice models.

Experience

- Significant experience in leading and motivating staff.
- Significant experience of managing performance and addressing shortfalls
- Working within the Signs of Safety practice model

- Developing services with the involvement of children, young people, and their families
- Experience of high support and high challenge.
- Able to summarise, analyse and evaluate, information, data, and research.
- Excellent presentation and reporting skills.
- A high level of consultative, interpersonal, communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner.
- Produce clear written and verbal reports.
- Experience of quality assurance including the completion of audits.
- Experience of delivering training and practice workshops.
- Ability to plan work and identify and assess risk.
- High level of professional integrity reliability and consistency
- Ability to work under pressure.
- Ability to use IT appropriately to support management function.

Disclosure and Barring Service – DBS Checks

- This post requires a DBS check.
- The level of check required is:
 - DBS Enhanced – Children

Job working circumstances

Emotional Demands	May involve working on multiple and competing priorities at the same time. Involvement in a change project that may receive opinion and / or opposition from those potentially affected.
Physical Demands	Minimal Demands
Working Conditions	Flexible working both office and home based. May require travel to all districts across the county and work outside of normal working hours such as weekends and evenings.

Other Factors

- A commitment to putting children and families at the heart of everything we do.
- A commitment to children and the need to ensure their life chances and opportunities are improved.
- To work within Cumberland Councils Operating model.
- Ability to travel within and out of the County as necessary to attend regional and national events.