

SENIOR PRACTICE DEVELOPMENT ADVISER

Fixed term contract until March 2027
(Secondments welcome)

Job pack

Closing date: (Sunday 9 November 23:59pm)



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JOB DESCRIPTION

Senior Practice Development Adviser

Purpose:	To lead the design and delivery of projects that influence local leaders and commissioners to improve the availability of evidence-based support for families across early intervention and children's social care.
Responsible to:	Head of Practice Development
Responsible for:	Practice Development Advisers
Number of hours:	Full-time 35 hours/week (net)
Length of contract:	1 x fixed term contract until March 2027 (Secondments welcome)
Salary:	£53,300 plus generous benefits

The organisation

Foundations strives to be a great place to work, where everyone is high performing and where together we achieve impact that makes a real difference for children and families experiencing vulnerabilities. We focus on generating and championing high quality evidence, working directly with government and local leaders to provide practical solutions and encourage change. We are an organisation with ambitious aims and our people are essential to our success.

The role

We support local areas to use evidence to improve their services and outcomes for children and families. The Senior Practice Development Adviser will work with local leaders to support their decision-making on how to increase the availability of services and approaches that have evidence of improving child outcomes. They will develop and deliver projects which increase the use of evidence in local services for children and families, in relation to our organisational priority areas. They will provide senior input on service and practice development relevant to statutory social work and early intervention services. This will include working to encourage greater use of evidence in local service planning and delivery, supporting the generation of new evidence about what works, and liaising with national and local stakeholders to encourage and support evidence use.

Key tasks

Encourage the use of evidence at local level

The postholder will lead work with local children's services leaders to increase the generation and



use of evidence in the local context, and will:

- Manage support to local areas to increase the availability of evidence-based interventions or approaches
- Support the scale-up and roll-out of evidence-based interventions and approaches, including through partnering with government and other national bodies
- Oversee work to understand the diverse local context for our work, identifying:
 - How local system leaders currently make decisions and use evidence
 - How we can address capability, opportunity, and motivation to use evidence in delivering services
- Disseminate evidence and learning in ways which maximise reach to key audiences and which strengthen understanding of evidence and motivation to take action using evidence
- Develop and test ways of getting evidence used, including working with government to incentivise evidence use by developing and testing practical ways to help people use evidence in practice. This includes:
 - Working directly with local teams using tools and guidance that support real-world decision making
 - Collaborating with national bodies to identify how broader systems can encourage and support evidence use
 - Working with local stakeholders to develop tools and guidance
 - Identifying which outputs most effectively support evidence-based decision making.

Ensure our research outputs are relevant to policy and practice

The postholder will:

- Provide internal advice on the design of research and evaluation projects which are relevant to practitioner/sector needs and have potential for ‘on-the-ground’ impact
- Support the delivery of research and evaluation projects where local practice expertise is relevant, including in local stakeholder relationship management and communication
- Help translate evidence into accessible outputs, such as Practice Guides, which are designed to support evidence-based decision making about services, are relevant to the local context, and are developed with and for our key audiences
- Ensuring that learning from work with local areas feeds back into research priorities.

Projects and people

The postholder will work across the organisation to ensure evidence content for local partners, central government, and other agencies is used to change policy and practice, and will:

- Build project teams and manage project tasks effectively, using analysis and judgement to manage risks and issues, and focus on delivering results and impact
- Manage contractual relationships with partners and associates as required, ensuring they are held accountable for quality, cost, and timelines



- Work with colleagues to disseminate our messages and outputs in ways which have impact with our key audiences and generate further engagement with our work
- Support the organisation to build and maintain relationships with senior leaders and managers in local areas, including Directors, Assistant Directors, and Heads of Service
- Represent the organisation externally as a centre of expertise on approaches to increase the use of evidence in local services, in order to increase understanding of the needs of families and drive improvements in support
- Work with colleagues to provide policy advice to the Department for Education and other departments as needed to support departmental policy priorities (in relation to support for families)
- Manage Practice Development Advisers and other staff as required
- Build collaborative approaches outside of line management relationships
- Actively foster a culture of equity and inclusion by holding yourself and others accountable, striving to be anti-racist, and embedding EDIE principles in all aspects of work.

Person specification

Requirement	Essential	Desirable
Qualifications and training		
1. Educated to degree level or above	X	
2. A professional qualification relevant to social work or other work with children, young people and families		X
Experience		
3. Experience of management of children's social work and/or early intervention services, and an understanding of local multi-agency systems	X	
4. Experience of working with local leaders and commissioners on service improvement or practice development in a relevant sector, for example children's services, public health, or NHS	X	
5. Experience of managing large and complex projects to time and budget	X	
6. Experience of managing and motivating staff and non-staff teams	X	
Knowledge, skills, and abilities		
7. In depth understanding of UK policy, legislation and practice relating to children's services, including how this responds to the needs of vulnerable and disadvantaged groups	X	



8. Understanding of the role of evidence in improving local services and assessing their impact, and skilled in supporting others to engage with data and evidence	X	
9. Excellent oral and written communication skills and an ability to develop messages and stories that resonate with key audiences	X	
10. Excellent interpersonal, communication and networking skills, able to build rapport and work collaboratively across organisational boundaries	X	
Personal qualities		
11. A demonstrable commitment to improving outcomes for children and families particularly through prevention and early intervention	X	
12. An understanding of how equality, diversity and inclusion principles relate to children's services and vulnerable families, and a commitment to applying them in work	X	
13. A team player, able to contribute to the success of shared goals	X	
14. Highly self-motivated and able to work independently to deliver project goals	X	
15. An active commitment to ensuring that equality, diversity and inclusion is part of all work	X	

Additional information

Data protection

If staff have contact with computerised data systems, staff are required to process and/or use information held on a computer in a fair and lawful way. Staff are also required to hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose.

Safeguarding and equality, diversity, inclusion and equity (EDIE)

Foundations is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all staff to share this commitment. Foundations is committed to building a diverse, equitable and truly inclusive organisation. All posts (and postholders) will seek to ensure diversity and inclusion, while opposing all forms of unlawful and unfair discrimination on the grounds of age, disability, gender identity, marriage and civil partnership, pregnancy and



maternity, race, nationality, ethnic or national origin, religion or belief, sex and sexual orientation, or social and economic background.



FOUNDATIONS' CULTURE CODE

Foundations is an impact driven organisation, where everything we do is to improve outcomes for vulnerable children and families.

Our mission is to generate and champion actionable evidence that improves services that support family relationships, because we believe every child should have the foundational relationships they need to thrive in life.

The culture at Foundations is what makes this possible: our shared values, the social purpose and high impact of our work, the opportunity to work with excellent colleagues, the ability to develop skills and experience, and our competitive salaries. We want Foundations to be the place you can do the best work of your life.

Accountability, autonomy and support

People thrive when they are working with great people, when everyone is working together and playing their part. At Foundations, staff have accountability, autonomy, and support. By harnessing the power, ideas, and energy of all of us we are empowered and accountable for delivering excellent work. We support each other to be the best we can be, through strong and effective line management, and through the wider culture at Foundations.

High performance

Foundations has an expectation that everyone is high performing, so we can improve the lives of vulnerable children and families. We achieve this by investing in excellent line managers and having a strong feedback culture that we train everyone in. We also use Objectives and Keys Results (OKRs) to keep us on track. OKRs are set quarterly at an organisation, team and individual level and are a collaborative goal-setting tool used to set challenging, ambitious goals with measurable results. Our approach means that we dedicate organisational energy where it's needed and are flexible and responsive to changing priorities.

Pay

As our expectations are higher than some other employers, we pay in the upper quartile for our sector. Fairness and transparency are at the heart of our pay framework, and we believe that everyone in the same role should be paid the same salary. This reduces pay inequalities that typically emerge in performance-related pay models. Our pay framework is different:

- Everyone at Foundations is highly paid for their role
- Pay is not linked to performance, as high performance is expected



- We don't negotiate on salaries, including when we are recruiting
- Our pay framework is simple, fair and equitable
- Pay progression happens regularly – through cost-of-living increases and regular benchmarking
- Everyone is paid London salaries, regardless of where they live.

Values and behaviours

People join Foundations because they care about the work we do. Our multi-skilled team is brought together by a shared values and the behaviours we expect to see.

We are transparent in our decisions and actions. We are always clear about the work we're doing, the quality we expect and the messages we share with our partners. We keep our promises, and we won't shy away from difficult conversations.

We are rigorous in everything we do, using our expertise and critical thinking to produce high-quality work so that we are a trusted voice. We use our time and resources to do things properly and to a high standard.

We are collaborative in our work and our relationships with partners, funders, colleagues and the families and children we serve. From working with other funders to make substantial investments in evidence generation, to giving power to people who have lived experience of the services we're trying to improve, our partnerships make an enormous difference to the impact of our work.

We champion Equality, Diversity, Inclusion and Equity. We know that the children and families we serve are affected by disadvantage and discrimination that directly reduces their chances of living in a loving and stable family environment. Understanding how services and interventions work for everyone, and actively seeking out what works for specific groups of people, helps us achieve our mission and vision. And we want a staff team that reflects the diversity of our community, and this means we work hard to be inclusive and accessible, and we are striving to be an anti-racist organisation.

We make an impact. We start all our work by questioning whether it will have an impact and we continually reflect on whether this bears out. Even when it's difficult to do so, we will change course if it means our work will be more impactful.

We are ambitious and optimistic about the change Foundations will make to improve family relationships for vulnerable children.



STAFF BENEFITS

Foundations has an excellent package of staff benefits, alongside high salaries, to support our high performing team.

Paid Leave	<ul style="list-style-type: none">• 30 days annual leave, plus one extra day off for your birthday• Paid bank holidays, up to 3 can be switched for religious observance• Up to five days carers' leave, in a 12-month period, three days paid• Paid compassionate leave• Enhanced sick pay• Enhanced parental leave and pay
Health and Wellbeing Support	<ul style="list-style-type: none">• Employee Assistance Programme with 24/7 counselling, legal & information line• Unlimited access to 24/7 GP• Second medical opinion service• Mental health support• Health check• Nutrition consultations• Online fitness programme• Online portal and access to the Smart Health app• Services available to partner and dependents• Life cover at 4 x annual salary• Bike to work scheme
Eye care	<ul style="list-style-type: none">• Free eye test and contribution towards glasses
Pension	<ul style="list-style-type: none">• 6% employer and 3% employee contribution. No limit on any additional employee contributions made via auto enrolment.
Professional Memberships	<ul style="list-style-type: none">• Professional membership paid, where needed to fulfil role
Staff Discount Scheme	<ul style="list-style-type: none">• Provided by PerkBox; includes discounts across a range of shops and services



HOW TO APPLY

We look forward to receiving your application.

Applications close on Sunday 9 November 23:59pm

Please apply through the following link:

<https://applications.management/applynow/52604c81c62cca44?t=e26aad54-f2c5-42ad-ab68-6a3533179853&s=Foundations>

Interviews will be held in person, at our office in London, in the week commencing 17 November 2025.

If you could like an informal conversation whilst applications are open, please contact hiring manager Nimal.jude@foundations.org.uk. There will be also be two drop in sessions to find out more about the role:

- Tuesday 21 October, 3:30 – 4:15
- Wednesday 29 October, 4:00 - 4:45

To register, please email people@foundations.org.uk. Please note that you will only need to attend one drop in session.

We are currently unable to offer sponsorship. Please ensure you have the right to work in the UK before applying.

Recruitment process:

- When the closing date has passed, candidates will be shortlisted which can take up to one week.
- In the meantime, we ask you to complete our diversity monitoring form which helps us ensure we are reaching out to a diverse pool of candidates as part of our EDIE strategy.
- Once shortlisting is complete, you will either be invited for an interview or informed if you have been unsuccessful.
- If successfully shortlisted, you will be invited to complete a task which could be a written task or a presentation on a topic. This information will be provided in advance for you to prepare.
- The next stage will be an interview which will consist of competency-based questions with a panel and usually lasts 45 minutes.

When interviews have concluded, the panel will discuss and score candidates on their task and interview to make a decision. It can take up to one week. All candidates who have been interviewed will then be informed of the decision and feedback can be provided upon request.