

## Job Description

Job title	Implementation Manager
Accountable to	Head of Mockingbird Programme
Objectives	<p>To provide day-to-day management and development of the implementation and support elements of the Mockingbird programme with services</p> <p>To co-ordinate, support and develop the UK-wide Mockingbird coaching team (Project Workers).</p> <p>To provide support, guidance and quality assurance for fostering services implementing the Mockingbird programme</p> <p>To ensure learning from Mockingbird programme contributes to the development of both Mockingbird Programme and The Fostering Network</p>
Hours per week	35
Location	Home based or Office based in either London, Cardiff, Belfast, Glasgow (hybrid)
Status	Permanent
Disclosure required?  (The post involves contact with children and/or access to confidential information about children and families)	YES

## **Responsibilities and accountabilities**

1. To provide individual and team operational management of Mockingbird project workers , maintaining a strong overview of performance and capacity, efficient resolution of issues and risks identified and technical specialist advice as required.
2. To provide frontline operational oversight and tailored coaching to Mockingbird delivery partners to ensure consistent and high quality delivery of Mockingbird across the UK in line with licensing and fidelity requirements.
3. To work alongside other Implementation Manager(s), the Head of Mockingbird and programme team to develop and sustain the Mockingbird programme within the organisation and throughout the UK.
4. To maintain, adapt, manage and deliver recruitment, induction and supervision of Mockingbird project workers, ensuring strong geographical coverage and consistency and quality of the support package offered across the UK, working closely with colleagues within the Mockingbird team.
5. To design and deliver training and shared learning events for the implementation team and delivery partners to enhance practice knowledge, identify and address common themes and share learning.
6. To work alongside the programme team and other internal departments to increase the presence of Mockingbird and the Fostering Network, promote The Fostering Network's membership offer and raise awareness of the organisation's wider work.
7. To manage a caseload of services, as necessary to maintain direct link with service provision and to provide additional capacity across the Mockingbird team.

## **Management**

Line management responsibility for Project workers

## **Budget**

*None*

## **General statement**

It is the nature of The Fostering Network that tasks and responsibilities are in many circumstances unpredictable and varied. All employees are therefore expected to work in a flexible way when the occasion arises and undertake tasks that are not specifically covered in their job description.

## Person Specification

### Our Values

As an organisation, we believe that we make a difference to foster care and our people values are expressed in the work that we do:

We are TRUSTED

We are TOGETHER

We are VITAL

### Knowledge and Experience

#### Essential

- Qualified to degree level or equivalent
- Working within major change programmes and ensuring clarity, consistency and high quality support
- Designing and delivering training and learning programmes, including utilising new information and data to identify and address needs
- Experience of managing and supporting staff , including geographically dispersed teams
- Working in a multi-disciplinary environment, and across staff teams
- Working to tight deadlines and prioritising and managing own workload
- Experience of managing sensitive and challenging situations
- Broad understanding of the policy and practice agenda for children's social care
- Good understanding of legislative framework and good practice in foster care
- Clear understanding of local authority remit, responsibilities and management structures
- Clear understanding of independent fostering providers remit, responsibilities and management structures

#### Desirable

- Working within Childrens' Services or with an associated organisation or body
- Experience of project evaluation processes
- Experience of working remotely and supporting other consultants and/or remote workers
- Management or leadership qualification

### Skills and abilities

#### Essential criteria

- Excellent leadership and motivational skills
- Excellent interpersonal and relationship management skills

- Excellent communication skills with ability to engage foster carers, young people and staff at all levels
- Ability to problem solve and apply sound judgement at all times
- Ability to work independently and as a member of a team
- Highly organised with an ability to prioritise, plan and work in a systematic way
- Excellent IT skills
- Ability to inspire trust and gain credibility with senior managers, practitioners, foster carers, young people and a diverse range of stakeholders
- Self-starter with ability to work flexibly, travel and work evenings and weekends if necessary
- Commitment to valuing diversity and promoting equal opportunities and anti-discriminatory practice

**Additional Information**  
**Pay and conditions of service**

Band	Band 4
Salary	£42,000 - £47,000 p.a  (LW if applicable)
Annual Leave	25 Days plus 5 Fostering Network days (pro rata, as necessary).
Probationary period	6 calendar months.
Notice period	8 working weeks One week during probationary period.
Hours of work	35 hours per week
Pension	Optional. Money-purchase scheme and salary sacrifice option is available with AEGON:  Employee contribution is 3% of gross annual salary Employer contribution is 5% of gross salary.
Trade Union	The Fostering Network recognises the trade union Unite and members of staff can join if they wish.