

VACANCY | NOVEMBER 2021

STRATEGY & RESEARCH LEAD

Responsible to:	Chief Executive Officer
Salary:	Circa £50,000
Hours:	35 hours per week
Term:	Permanent
Location:	Home-based/Office-based (15 Hill Street, Edinburgh, EH2 3JP)

PURPOSE OF JOB

To support systems change across the sector. The role will play a crucial part in facilitating change across the sector, improving collective impact by linking policy, strategy and research with the voices of children and young people. To work with policymakers to lead partnership activity to deliver cross sector improved outcomes to support children and young people overcome unique challenges faced through life in a serving, reservist, or veteran family as well as help those who support them or make important decisions about their future better understand the lives they lead. To help drive Forces Children Scotland forward in realising its strategic vision of becoming the sector-leading charity when it comes to supporting children and young people from serving, reservist and veteran families across Scotland, enhancing the reputational capital of Forces Children Scotland at a local, regional and national level. The role will involve working closely with and deputising for the Chief Executive Officer, as well as ensuring external policy direction and research influences internal work within Forces Children Scotland. To champion our work and maximise its impact by sharing knowledge across organisational functions, our communication channels and externally with strategic partners, government, and professional sectors.

RESPONSIBILITIES AND DUTIES

External

- To maintain strategic oversight of the policy agenda related to Armed Forces children, young people and families including for serving personnel, veterans, and reservists.
- To ensure Forces Children Scotland establishes and maintains a lead role in the sector, connecting policy and practice, encouraging third sector partnerships, and facilitating sector improvements.
- To work with government departments to support sector change, holding government departments to account if required.
- To review and analyse available data, influencing policy and practice as a result and drive recommendations forward across the sector.
- To contribute to the development of the evidence base and use this evidence base to influence change, with due regard to the Armed Forces Covenant and UNCRC.
- To develop, mobilise and deliver collaborative programmes of work with partners to achieve system wide improvements in health, education and wellbeing outcomes for Armed Forces children, young people and families.
- To work with partners across health, education, social care and the voluntary sector to improve transitions for families moving into and out of Scotland.
- To maintain oversight of good practice across the sector within the UK and beyond to ensure best practice is promoted and developed in Scotland.
- To co-ordinate delivery of evidence-based sector wide initiatives.
- To build networks and partnerships to achieve improved collective impact across the sector.
- To establish research links and ensure participation in and commissioning of relevant research.
- To work with partners across organisational boundaries to facilitate change.
- To ensure activity results in tangible improvements in the experiences of Armed Forces children, young people, and families.

Internal

- To deputise for the CEO as required.
- To ensure external policy direction and research influences internal work and internal work contributes to and influences policy direction and research.
- To ensure maximum impact of internal work is achieved through sharing of knowledge across organisational functions.
- To work alongside the Forces Children Scotland Children and Young People's Participation Manager to ensure a coproduction approach underpins all new work.
- To work alongside the Forces Children Scotland Marketing, Communications and Development Manager to ensure our work is promoted externally.
- To work with Forces Children Scotland's Marketing, Communications and Development Manager to secure additional funding for new service delivery models and research.
- To ensure any externally funded activity is monitored and evaluated and achieves desired outcomes.
- To provide supervision and support to staff.
- To have an understanding of and comply with Forces Children Scotland's procedures for promoting and safeguarding the welfare of children and vulnerable adults.
- To identify any other opportunities to develop Forces Children Scotland services to achieve our ambition.
- To undertake any other relevant duties as requested by the CEO.

PERSON SPECIFICATION

Skills and Experience

Essential

- Professional qualification to post graduate level and background in a relevant field, such as health, education, social care etc.
- Strong experience of facilitating systems change across multiple sectors related to children and young people.

- Experience of establishing and leading cross sector partnerships.
- Experience of translating strategy and policy into practice, based on research evidence including data analysis and voices of lived experience.
- Experience of leading sector change.
- A minimum of 8 years' experience in working with children and young people in a multi-agency capacity.
- Experience of staff and service management.
- Strong breadth of experience in the field of mental health and wellbeing, including an understanding of the current research/evidence base.
- Strong breadth of experience in the field of education, including an understanding of the current research/evidence base.
- Understanding and experience of coproducing new service delivery models with partners.
- Experience of working with and influencing Scottish and/or UK Government and policy.
- Experience of working with academic establishments across the UK and beyond and in commissioning and disseminating research.
- Experience of developing practice from research.
- Understanding of the issues affecting Armed Forces children, young people and families.
- Experience of working within a child protection framework.
- Strong organisational skills.
- Excellent interpersonal skills.
- Solid IT skills (Word, Excel, PowerPoint, Access, Outlook).
- Ability to work effectively within a small team, using own initiative, prioritise and organise own workload.
- An awareness of social media and experience of its use.

Desirable

- Relevant masters level qualification.
- Experience of working in the Armed Forces Children's sector.
- Strong understanding of the Scottish education sector.

- Experience of new business development and in working with and reporting to funders.

PENSION SCHEME

Forces Children Scotland offers a Pension Plan, with Smart Pension. The Plan is a money purchase arrangement. You can choose at what rate you wish to contribute (subject to statutory minimums) with Forces Children Scotland contributing up to 4% of gross salary.

ANNUAL LEAVE

Forces Children Scotland leave year runs from 1st April to 31st March. Employees are entitled to 36 days annual leave (including public holidays). These allowances are pro-rata for part time employees.