



**Head of Service, Child and Family Adoption Support Service,  
London and South East  
37 hours per week  
Grade 4 (upper): £43,317 - £47,180 per annum inclusive of Inner London Weighting  
Permanent Contract**

Are you passionate about improving the lives of adopted and other permanently placed children, young people, and their families?

We are looking for an innovative and dynamic manager to lead our Child and Family Service in our 'Outstanding' Adoption Support Agency, PAC-UK, as part of Family Action Services.

The Child and Family Service offers specific expertise in providing assessments and therapeutic intervention to families whose children experienced developmental trauma prior to their adoptive/permanent placement.

At Family Action we transform lives by providing practical, emotional, and financial support to those who are experiencing poverty, disadvantage, and social isolation. We have been building stronger families since 1869 and today we work with more than 60,000 families in over 150 community-based services, as well as supporting thousands more through national programmes and grants.

You will lead the service, building strong relationships by working collaboratively with other managers in PAC-UK and Family Action, ensuring consistency of practice across the service and providing assurance that quality standards, safeguarding and Ofsted requirements are consistently met or exceeded. Your leadership will ensure the service can flourish and continue to be successful.

As part of the senior leadership team, you will contribute to the strategic development of PAC - UK/ Family Action. You will work with a wide range of stakeholders to positively promote the service, meeting with Regional Adoption Agency and Local Authority commissioners and representatives. Most interventions are provided through Adoption Support Fund Applications.

You will have budgetary responsibility for the service, ensuring that income meets expenditure and prepare accurate plans and costings for therapeutic interventions.

### **About You**

You will be a highly motivated, enthusiastic, and inspirational leader and manager, passionate about enabling children and families to reach their full potential. You will have experience of managing services, managing staff teams, developing, and building relationships at all levels.

Ideally you will have current knowledge and skills in the field of adoption and permanency and family work, although we are interested to hear from individuals who have proven management experience in a social care, or therapeutic work and a genuine interest in adoption and permanency. The key qualities are your communication, leadership and management skills, and an understanding of the impact of early trauma and loss.

You will have strong verbal and written communications skills, experience of delivering in person and virtual support and a relevant qualification in social work, psychology, psychotherapy, health, or education.

We are committed to Equality, Diversity & Inclusion in all that we do and we particularly welcome applications from Black, Asian and minority ethnic candidates, LGBTQ+ candidates, candidates with disabilities, and individuals who have personal experience of adoption or permanence,



because we are committed to increasing the representation of these groups at Family Action. We know that greater diversity will lead to even greater results for families and children and strive for our workforce that be truly representative of the diverse communities we support. We offer a guaranteed interview scheme for disabled applicants and will reimburse your travel cost if you attend an interview.

You will bring your own life and work experience to enrich and add to the leadership and management of a responsive and reflective service. Your interest, enthusiasm and sensitivity for the work will engage and reassure service users they are working with a professional who understands their situation and the issues they bring.

You may have experience working in drug and alcohol services, with young people leaving care, mediation or supporting those struggling with their mental health. You may be someone who has the transferable skills to grow and become part of a team of adoption and permanence specialists.

### **What will we offer you?**

We'll offer you flexible working hours, a generous pension scheme and leave entitlements, eye care vouchers, a cycle to work scheme and other great benefits. We have an excellent wellbeing offer and we'll invest in your professional development with career development opportunities and on-going quality training – both specific to your role at PAC-UK and general. You will be offered regular supervision and membership of a supportive management team.

You'll join an established, supportive, and high-performing service and can thrive in an innovative, non-hierarchical organisation that values your opinion, encourages learning, and has the needs of children and families at its core. You'll join us at our Head Office, an accessible and convenient location, close to a range of amenities and transport links and based on the border of Hackney and Islington.

We are forward looking, ambitious and committed to continuous improvement. We are a people focused, can-do organisation, which strives for excellence in all we do and operates with mutual respect. If you share these values and behaviours and have the necessary skills, then we look forward to hearing from you.

**For further information please visit [www.family-action.org.uk/workingwithus](http://www.family-action.org.uk/workingwithus). For an informal confidential discussion, please contact Vanessa Strang, Assistant Director, [vanessa.strang@family-action.org.uk](mailto:vanessa.strang@family-action.org.uk)**

**Please email completed applications to: [completed.application4@family-action.org.uk](mailto:completed.application4@family-action.org.uk)**

**Closing date:** 27<sup>th</sup> April 2021, 5pm

**Interview date:** TBC

Appointments are subject to Family Action receiving a satisfactory disclosure from the Disclosure and Barring Service.