

Job Description and Person Specification

Children's Services Research Practitioner

A Lambeth to be proud of



Job Title: Children's Services Research Practitioner

Department: Children and Families

Division: Transformation and Improvement

Grade: PO5

Reports to: Assistant Director of Transformation and Improvement

Responsible for: Development of research, collaborations, proposals/grants and promotion of research culture for Lambeth Children and Families' Services.

Context

In October 2022 the London Borough of Lambeth was awarded research funding from the National Institute for Health and Care Research (NIHR) for a new Health Determinants Research Collaboration (HDRC).

The HDRC is a new element of research infrastructure funded from the NIHR's Public Health Programme and is based in local government. The Lambeth HDRC was developed in collaboration with King's College London (KCL) and Black Thrive. The purpose is to enable local authorities such as Lambeth to become more research-active, undertake new research and use existing evidence to inform our decision making, and undertake evaluation activities. We have a central focus on health inequalities and actions to tackle problems faced by disadvantaged groups and areas.

This is a joint post between Lambeth HDRC and Children's Services team. It is a fixed-term whole time (1.0 WTE) contract for twelve months (open to job share and secondments).

Job purpose

The Children and Families' Services Research Practitioner will lead the development and delivery of research and research-based collaboration, working closely with a range of stakeholders to build research infrastructure in Children and Families Services, develop research grant proposals for research to address the wider health determinants and help foster a more research-active culture. The postholder will be instrumental in developing the interface between researchers, Children and Families' services practitioners, policy makers and decision makers to ensure Lambeth is an evidence and data-led council.

The postholder should be an enthusiastic and experienced practitioner in children's services or a researcher with interest in children's services who can develop research collaborations on the wider health determinants as they apply to children and young people and contribute to the development of research infrastructure, with the aim of changing the culture at Lambeth.

Responsibilities

1. Using operational knowledge, develop a research plan for Children and Families' Services, seeking input from a full range of stakeholders including community organisations and practitioners working with children and young people.
2. Scope, design and deliver a programme of short-term research projects, including qualitative or quantitative studies and evaluations which have the potential to impact on service and policy design and delivery.
3. Develop and forge effective relationships with relevant academic colleagues in Kings College London and London South Bank University, as two key academic institutions in the borough.
4. Seek and secure opportunities to publish/present findings in research publications and at public-facing events in both written and oral format.
5. Work in collaboration with the HDRC team to develop research guidelines and training materials specific to the local government context so that research capacity can be developed in children's services wider staff groups.
6. Supervise and support professional development of staff and research assistants as well as students where appropriate.
7. Support the research community of practice, in collaboration with other colleagues across the council who have research interests, to embed recognised standards of good research practice and develop guidance and toolkits to standardise the Council's approach to both quantitative and qualitative research.
8. Assess the wider government policy landscape relating to young people, identifying emerging priorities, opportunities, and risks that may impact local service delivery.
9. Support the development of funding bids for research relevant to public health and children's service delivery, including identifying potential funding pots and preparing high-quality submissions, alongside contributing to competitive research-grant applications.
10. Support the delivery of the Council's strategy, working closely with a range of partners and stakeholders.
11. Contribute to the HDRC's wider work developing an effective research infrastructure across the whole council, with a particular focus on its implementation and delivery within Children's Services.
12. Work flexibly in undertaking the duties and responsibilities of this job and participate as required in multi-disciplinary cross-department and cross-organisational groups and task teams.
13. At all times carry out activities within the framework of the councils' policies and standing orders and current employment legislation and with due regard to the Health & Safety at Work Act.

PERSON SPECIFICATION
Children's Services Research Practitioner

It is essential that in you can meet the following requirements for the role and be able to give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A). You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted. If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with "Ticks" (✓) on the person specification when you complete the application form.	Shortlisting Criteria
<i>For link/career graded post, please mark knowledge, experience, and behaviours clearly for each grade.</i>	

	Code	It is essential that your written application gives evidence or examples of your proven experience in each of the criteria marked application. Evidence of other areas will be sought at interview and/or test (as highlighted).	Short-listing Criteria
Key Knowledge	K1	Extensive understanding and knowledge & understanding of community care legislation and guidance	Application (✓)
	K2	Knowledge of research methods and good practice	Application (✓)
Experience	E1	Significant post-qualification experience of children's services operational delivery.	Application (✓)
	E2	Experience and knowledge of safeguarding children and young people.	Application (✓)
	E3	Experience in managing and supervising staff in an children's service environment.	A
	E4	Experience in gathering and analysing data and developing evidence informed practice to improve outcomes	Application (✓)
	E5	Experience in managing projects and using a range of project tools	Application
	E6	Experience in report writing and delivering presentations to a range of stakeholders	Application
Qualification	Q1	Diploma in Children's Social Work, Youth and Community Work or equivalent)	Application

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CORE VALUES AND BEHAVIOURS



- Listen to the views of others and ask for their opinions making sure that everyone in my team inputs into the things that matter.
- Ensure fairness and justice is at the heart of my decision making and support to my team and others.
- Take time to build trust, building the respect of our stakeholders and ensuring as a team we take accountability for doing what we agree to do.
- Develop others and ensure we work as one team for Lambeth, encouraging everyone to play their part.
- Take positive action to ensure everyone in my team has opportunities to learn and grow at work.
- Encourage everyone to be themselves at work and value who they are.
- I am inclusive and actively celebrate diversity, recognising everyone in my team as individuals.

- Treat each member of my team with respect and dignity just as I would want for myself.
- Encourage each member of my team to do their very best work and am available to them to provide support and guidance.
- Personalise my support to each team members and look out for them, lending a hand wherever I can
- Encourage everyone to try and learn from mistakes and use integrity to take action with my team to put things right together
- Work with empathy seeking to understand each and every member of team, their unique perspective and circumstances and ensure everyone is heard
- Take the time to communicate, being honest, open and genuine and taking the time to get to know team members as individuals.
- Show compassion and patience recognising that everyone in the team has unique experience and celebrating the great work



- I encourage and support my team to do the right thing even when it's tough and we communicate our decisions in a timely way.
- I ensure my team and employees take individual and collective accountability for performance and delivery, making sure that they have clear plans and performance objectives.
- I ensure my team plan ahead, getting the basics right and take swift action when problems arise.
- I encourage my team to be risk aware and ensuring that our decisions and actions are informed and understood and communicated to others.
- I provide regular, timely and constructive feedback to my team members on their performance and behaviours and act quickly when performance is not on track.
- I share my learning, knowledge and skills with others through coaching and mentoring and encourage others to do the same.
- I ensure that my team and I put residents, communities, customers and their needs at the centre of everything we do.
- I encourage my team to learn and grow and ask questions to find the information they need to do their jobs.

Accountability behaviours



One Lambeth
CONNECTED BY PURPOSE

Ambition behaviours



One Lambeth
CONNECTED BY PURPOSE

- Am proud of our borough and my team and encourage everyone in the team to aim for the highest possible standards of excellence in everything we do.
- Encourage my team to be flexible and try new things when it's appropriate to do so and tell me what could be improved.
- Promote a one team for Lambeth approach reaching out to our stakeholders to face our challenges together.
- Encourage and support my team to be courageous for our residents and communities and stop at nothing to ensure they have the best possible outcomes.
- I make time for the team to Innovate and look for creative ways to do things better, being curious about possibilities.
- Positively challenge and encourage the team to collaborate and look for solutions together across service and team boundaries.
- Make time for my team to grow and develop taking advantage of opportunities to learn from each other and others. We plan our learning and career growth.