

Job Title
Grade

Workforce Trainer
9

Our Vision

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and the people of Staffordshire
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

Our aim is to create an environment where families are supported to stay together safely and live well in their communities by building on their strengths.

This is the right thing to do. Families tell us they do not want to be in services and evidence says that lives are better when needs can be met early within the family or community.

Working in this way is also more sustainable. We can support more families to live better lives if we focus on addressing needs as early as we can.

About the Role

The C&F Workforce Trainer will be required to work across the children and families system to deliver and develop continuous professional development and practice improvement activities as part of the C&F workforce development function to improve the outcomes of children, young people and families utilizing and being congruent of feedback from audit, serious case reviews, inspections and other materials as appropriate.

Reporting Relationships

Responsible to: Deputy Principal Social Worker

Key Accountabilities:

1. To work with a range of operational managers from across the children's system to identify learning needs and prioritise staff for training and continuing professional development opportunities.
2. Work with operational managers and those managing and supervising practitioners to develop culturally competent practice, to integrate theory, knowledge and practice, and to reflect and evaluate their own learning that promotes a culture of continuous improvement
3. To support Staffordshire to recruit, retain and develop the best competent workforce for children and their families
4. To co-ordinate and assess work based learning candidates across the children's system which will enable participants to progress with their learning or accreditation

5. To deliver learning and improvement opportunities that takes account of statutory, regulatory, county council and multi-agency requirements.
6. Contribute to the design and delivery of a range of in house training and external training programmes deemed appropriate and necessary to support Staffordshire's children & families system
8. To keep up to date with developments in the children and families agenda.
9. To support and evaluate the impact of learning in improving outcomes to children, young people and their families
10. To contribute to business sustainability by ensuring efficient use of resources and identifying opportunities for income generation.
11. Any other duties commensurate with the grading of the post although

This post is designated as a casual car user

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council's climate change strategy.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.

Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.




The content of this Job Description and Person Specification will be reviewed on a regular basis.

Person Specification

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	Qualifications/Professional membership <ul style="list-style-type: none"> A professionally recognised degree or equivalent qualification Social Work qualification is preferred Post Qualifying/Post Graduate/Practice Education Qualification/Assessor D32/33/A1 is preferred Registered as appropriate with professional body if necessary 	A/I A/I A/I
	Knowledge and Experience <ul style="list-style-type: none"> Direct training, learning and development experience Knowledge and experience of the Social Work England and qualifications framework at pre and post qualifying levels. Experience of working with higher education institutions and universities Demonstrable experience of leading improvement and challenging the quality of a children's systems practice Ability and experience of working collaboratively with a range of colleagues from a variety of sectors, including private, voluntary, public sector, education, health, social care criminal justice and advisory services in developing an integrated workforce development offer Knowledge of models of Coaching and Mentoring Ability to assess, teach and manage professional learners in practice Ability to work with others in a variety of roles within this and other organisations 	A/I A/I A/I A/I A/I A/I/T A/I
	Skills <ul style="list-style-type: none"> Ability to link knowledge/ research to practice Knowledge of adult learning – theory and practice Active commitment to anti discriminatory practice and anti-racist practice supporting the development of this in others Excellent communication skills – both verbally and in writing Ability to write accurate and effective reports Effective presentation skills 	A/I/T A/I/T A/I A/I/T

	<ul style="list-style-type: none"> Ability to give verbal and written feedback to support learning in practice <p>This post is designated as a casual car user</p>	A/I
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If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career ;development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting
Talent & Resourcing Team 01785 278300