



Curriculum Lead Curriculum Team

JOB PACK

If you would prefer this read aloud, guidance is available [**here.**](#)

OUR MISSION

Frontline is a charity with a mission to make life better for children at risk of harm, by improving the services that support them.

Hundreds of thousands of children experience or are at risk from abuse and neglect at home, sexual and criminal exploitation outside the home, and other harms. For these children, the right support and protection can make all the difference.

That's why we develop excellent practice and leadership in social work and other children's services. And we are cultivating innovative new approaches to child protection and driving positive systems change for children.

We are looking for enthusiastic individuals from a diverse range of backgrounds to join our organisation and contribute to our work to create lasting social change for children and families. At Frontline we do this while striving to achieve a culture of freedom and responsibility, and working to become a truly anti-racist organisation. Read on to find out more about our culture and what we are looking for in this role.



FREEDOM AND RESPONSIBILITY: OUR CULTURE

To achieve our best work as a charity, we need to both let go of control and expect much more of one another. If we can manage this feat, you will be surrounded by a team who can solve problems, speak with candour, communicate expectations and give one another the space and support to achieve fantastic results for children and families. This is what we call a culture of freedom and responsibility.

How do we make it happen? Freedom without responsibility results in chaos – confusion, frustration, a lack of accountability. Responsibility without freedom breeds a rigid focus on following rules and process, even when professional judgement and creativity would produce better results. It can result in people doing things right without doing the right thing. Because of this, we need to have huge levels of both freedom and responsibility. The most important word is not freedom, nor responsibility, but **and**.



DIVERSITY AND INCLUSION

Frontline is an employer that takes equal opportunity seriously and seeks to walk the talk.

We believe that the strongest performing teams have a lot of difference in them. Our employees come from a range of backgrounds and with various expertise. We are committed to anti-discriminatory practice and are actively seeking to bring people with different lived experiences into the organisation. According to our most recent demographic survey, 26% of our employees are from ethnic minority backgrounds, 17% are disabled and 20% identify as LGBTQ+.

We are committed to being an actively anti-racist organisation. For us at Frontline, that means proactively tackling systems and structures that perpetuate and embed racism in our society.

We have a diversity and inclusion working group that includes employees from across all teams and levels including the people team and our senior leadership team. The group leads on recommendations for improvements in this area and implements initiatives to achieve equality for all.

We are committed to taking an inclusive approach to recruitment. We use a system called Pinpoint, which helps to remove bias from the selection process by anonymising applications. We ensure all of our employees have the relevant knowledge to support these aims. We design and deliver regular workshops and training around diversity, inclusion and belonging. We are proud to have won the ENEI Best Smaller Employer Award 2020.

If you're interested in hearing more about diversity and inclusion at Frontline, please feel free to contact people@thefrontline.org.uk.



OUR BENEFITS

We know that working here is more than just a job title. Our benefits are a way of recognising employees for the important work they all do.



Community

- Employee Affinity Groups (incl. LGBTQ+, Black Affinity Group, Racialised Minority, Disabled and Neurodivergent, Parenting Network)
- Employee Resource Groups (incl. D&I, Sustainability)
- Organisational away day once a year
- Regular social activities – virtual and in-person
- Social work roles can join the Fellowship after one year of service



Family

- Enhanced Occupational Maternity, Adoption, and Shared Parental and Partner leave policies
- Foster and kinship care policy – support and time off for training (up to 10 days)
- Time off for fertility treatment/IVF appointments



Flexible working

- Home-working around the needs of your role
- Flexibility around our core hours (10am-4pm)
- Mission aligned volunteering time (up to 3 days)



Learning and development

- CPD – L&D Calendar and apprenticeships
- Tailored, in-house workshops
- Coaching with qualified, professional coach
- Mentoring scheme for underrepresented groups



Holidays

- 25 days annual leave, plus bank holidays and office closure from 25 December to 1 January
- Holiday entitlement increases by one day every year after two years' service (up to max. 30 days)
- Buy up to five days annual leave a year



Health and well-being

- Employee Support Service – 24/7 confidential advice line and counselling
- Occupational Health support
- Life Assurance Scheme – death in service benefit of x3 annual salary
- Free eye test and flu vaccine
- Sabbatical after 3 years' service (up to 6 months)



Pay, pension and loans

- Transparent salary structure, job evaluation to ensure benchmarking and competitive pay
- Up to 8% employer pension contribution, via salary sacrifice
- Interest-free bike and season ticket loan
- Interest-free deposit loan for renting or buying a new home

THE ROLE

Reports to:

Principal Curriculum Lead for Year 2
and Consultant Social Worker
Programme

Salary:

£51,930.13 (£55,316.88 including
London office allowance), plus
competitive pension

Contract:

Full Time, Permanent

Location:

National. If London based travel to
our London office required 2 times a
week.

The team you will be working in:

The Curriculum Team

The Curriculum Lead will play a leading role in developing and delivering Frontline's Approach Social Work programme, a fast-track master's in social work and our internal Consultant Social Worker programme.

This role involves leading the design and implementation of curriculum content, as well as contributing to teaching, learning, and assessment—both academic and practice-based. You will support the delivery of high-quality teaching materials across various formats, including online and in-person sessions. A key part of the role is developing and supporting Practice Tutors and Consultant Social Workers. This includes running curriculum briefings, contributing to training resources, and ensuring quality and consistency in the materials and guidance provided.

This is a dynamic and rewarding role suited to someone with a strong interest in social work education, a passion for teaching and learning, and a commitment to maintaining the innovation and excellence of our programmes.

Direct reports:

None

Closing date:

07 July 9am

Interviews:

First round: 28 or 29 July 2025 (online)

Second round: 1 August 2025 (online)



THE ROLE

Key responsibilities:

Practice

- Influence and help shape programme content including ensuring the implementation of evidence-based knowledge, skills and interventions with the aim of reducing risk to children.
- Design and deliver innovative teaching content across regions and digital platforms, at postgraduate level in line with good pedagogic practice, HEI standards and statutory guidelines.
- Promote and introduce evidence-informed methods of teaching and assessing social work practice with families – drawing on the expertise of others in social work.
- Prepared to work in line with our values of being brave, showing respect, pioneering, keeping curious and always keeping in mind that what matters most is what works. You should be able to role model these values in all that you do and expect these of colleagues you work with.

Relationships

- Work collaboratively with colleagues across the organisation to develop and deliver teaching content and assessment.
- Join the teaching teams across programmes to support, model and develop your own skills and those of the team.
- Work in partnership with awarding partners and regulatory bodies.
- Continually review the impact of all learning and development activity by actively seeking feedback from all stakeholders about the strengths and areas of development for the programmes.

Planning and leadership

- You will be required to take on module convenor role(s) and/or assessment lead role(s) leading on the delivery of content, assessment, marking and programme briefings.
- Ensure programmes remain compliant with professional standards and regulatory requirements.
- Effectively prioritise the areas of work required.
- Effectively manage multiple demands as required to ensure the uninterrupted successfully design and delivery of the current programmes



THE ROLE

Person specification:

Experience and Knowledge	Essential or Desirable	Where this will be assessed?
Qualified Social Worker (including SWE registration), with experience and knowledge of social work practice or management, in Local Authority children's services or education	<i>Essential</i>	<i>Interview and Application (I A)</i>
Educated to Masters level or above	<i>Essential</i>	<i>I A</i>
Experience of teaching, ideally at undergraduate or postgraduate level, or facilitating learning in a variety of settings	<i>Essential</i>	<i>I A</i>
Understanding of, and ability to apply, evidence-informed teaching methods including Higher Education programme design and delivery.	<i>Essential</i>	<i>I A</i>
Knowledge of research methods and evidence of research mindedness.	<i>Essential</i>	<i>I A</i>
A track record of undertaking research	<i>Desirable</i>	<i>I A</i>
Expert knowledge of digital learning tools for the delivery of engaging and innovative learning.	<i>Essential</i>	<i>I A</i>
Experience of developing social workers in their practice skills, research and theory.	<i>Essential</i>	<i>I A</i>
Delivering training for continuous improvement to design and delivery	<i>Desirable</i>	<i>I A</i>



THE ROLE

Person specification:

Characteristics and Skills	Essential or Desirable	Where this will be assessed?
Strong written and verbal communication skills	<i>Essential</i>	I A
Exceptional skills in IT and use of various software packages (Teams, Zoom, Word, Excel, PowerPoint, Power BI, Moodle and other VLE/LMS, and other learning technologies)	<i>Essential</i>	I A
Ability and experience to influence others and drive change	<i>Essential</i>	I A
Commitment to Frontline's Mission	<i>Essential</i>	I A
Commitment to equity, diversity and inclusion	<i>Essential</i>	I A
Ability to collaborate with colleagues and teams and work autonomously.	<i>Essential</i>	I A
Intellectual curiosity and a proven ability to challenge and develop one's own ideas and practice skills, by keeping up to date with current social work research and evidence.	<i>Essential</i>	I A
Exceptional organisation skills and ability to work at pace.	<i>Essential</i>	



THE ROLE

Diversity means stronger teams and we want Frontline to reflect the communities we serve. Therefore, we are actively seeking applicants from racialised minority backgrounds for this role. We are a disability confident employer and welcome applicants with disabilities. We ensure a diverse shortlist for all our roles, so when prompted, we encourage you to share this information with us if you are willing to do so. Please let us know how we can make the recruitment process more accessible for you by emailing people@thefrontline.org.uk. You may not have all of the experience or skills listed in this job pack but don't let that automatically put you off applying. If you have relevant experience and feel you would be a good fit for this role, we'd love to hear from you.

It is important to us that you are aligned with our values and committed to:

- working to deliver our [mission](#) and helping achieve our vision
- working towards our organisational goal of creating 4,000 impactful fellows by 2025
- creating a culture of freedom and responsibility
- actively dismantling discrimination in your role

Requirements of the role:

- Qualified social worker with current SWE registration
- Educated to Masters level or above
- Maintains currency in Practice Educator Professional Standards at Level 2 (desirable)
- PGCert HE or equivalent (desirable)
- Right to work in the UK
- This post is subject to a police check of previous criminal convictions with the Disclosure and Barring Service (DBS)

How to apply:

If this sounds like the right role and organisation for you, please apply by following this [link](#).

Please note that we reserve the right to close all roles early if we experience a high number of applications. If you think the role is a right fit for you, please apply as soon as you can.

Want to find out more?

Please contact: Dr. Damon Briggs, Head of Curriculum at damon.briggs@thefrontline.org.uk

