Frontline

Design and Delivery Lead Curriculum

Job pack

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

Frontline

Important information

Reports to: Principal Design and Delivery Lead

Salary: £48,644.76 (£52,119.38 inclusive of London Office Allowance) plus competitive pension

Contract: Full-time, permanent

Location: Hybrid, 2 days a week expected in our London office.

Those living outside the M25 can opt to not receive London Office Allowance and agree a more flexible office attendance pattern at offer stage. Please note that travel to the London office is at your own expense.

The team you will be working in:

The Curriculum Team is a dynamic team overseeing the design, development and delivery of Frontline training programmes. The team is also responsible for delivering teaching and learning to participants, designing and delivering assessment, marking, moderation and ensuring that robust quality assurance processes are in place. The team will work closely with a variety of teams including, but not limited to Programme Management, Registry, and Partnerships.

Closing date: Monday 2nd November 2026, 9am

Interviews:

- First round: from Thursday 12th November 2026 (online), task presentation
- Second round: from Wednesday 18th November 2026 (online)

Frontline

Job description

Frontline is entering an exciting period of growth and development as we continue to expand our programme portfolio and strengthen the support we provide to social workers and leaders throughout their careers.
We deliver a range of programmes and services that support participants at different stages of the social work career pathway, from those entering the profession through to experienced leaders. As our organisation grows, we are continuing to invest in the people, systems and capabilities needed to support high-quality delivery across our portfolio.

As we move through this period of growth and change, some aspects of the role, including its job title, reporting line and directorate, may be subject to change as our future organisational structure takes shape.

The Design and Delivery Lead plays a key role in the development, delivery and continuous improvement of Frontline's social work training programmes. The postholder will design high-quality learning materials and assessments, deliver engaging and evidence-informed training , contribute to participant assessment and feedback, and support quality assurance processes across the programme portfolio.

The postholder will work collaboratively with colleagues and external stakeholders to ensure learning content remains current, relevant and aligned to professional standards and workforce needs.

Key responsibilities

Curriculum Design and Development

- Design, develop and maintain high-quality learning materials, resources and activities across Frontline's portfolio of social work training programmes.
- Contribute to curriculum development and enhancement, ensuring content is engaging, evidence-informed and aligned with relevant professional standards and frameworks.
- Develop learning activities that promote critical reflection, application to practice and professional development.
- Review and update programme content in response to feedback, research, policy developments and emerging best practice.
- Ensure learning materials are inclusive, accessible and support a positive participant experience.

Frontline

Job description

Teaching and Learning

- Deliver high-quality teaching and facilitation across the training programmes using a range of learning methodologies.
- Create engaging learning environments that promote participation, reflection and application to practice.
- Integrate research, theory and contemporary social work practice into teaching and learning activities.
- Support participants' professional learning and development through effective facilitation and feedback.
- Contribute to the ongoing development of teaching approaches and learning resources.

Assessment and Participant Learning

- Design and develop formative and summative assessments aligned to programme learning outcomes and professional standards.
- Undertake assessment, marking and moderation activities in line with assessment regulations and quality standards.
- Provide high-quality feedback that supports participant learning, development and achievement.
- Support participants in understanding assessment requirements and expectations.
- Contribute to assessment review and improvement activities to ensure validity, reliability and fairness.

Quality Assurance and Enhancement

- Contribute to quality assurance processes across programme design, delivery and assessment.
- Participate in moderation, standardisation and review activities to ensure consistency and quality.
- Use participant feedback, assessment outcomes and evaluation data to inform continuous improvement.
- Support compliance with internal quality assurance requirements and external professional standards.
- Contribute to programme review and enhancement activities.

Partnerships and Stakeholder Engagement

- Work collaboratively with internal teams and external stakeholders to support the effective design and delivery of programmes.
- Engage with practitioners, subject matter experts and partners to ensure programme content remains current and practice-informed.
- Contribute to the sharing of good practice across our portfolio.

Practice Excellence and Continuing Professional Development

- Maintain current knowledge of social work practice, professional standards, policy developments and learning design approaches.
- Engage in continuous professional development and relevant to social work education and workforce development.

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Experience and knowledge

	Essential or desirable	Where this will be assessed?
Undergraduate degree	Essential	Application
Master's degree	Desirable	Application
Social work qualification	Desirable	Application
Significant experience in social work practice and post-qualifying training	Essential	Application / Interview
Experience of designing and developing high-quality learning materials and curriculum content	Essential	Application / Interview
Experience of delivering teaching, training or facilitation to post-qualifying social work audiences	Essential	Application / Interview
Experience of assessment design, marking and providing developmental feedback	Essential	Application / Interview
Knowledge of quality assurance, assessment moderation and educational standards in professional learning programmes	Essential	Application / Interview
In-depth knowledge of Social Work England's Professional Standards Children's Social Care National Framework, and Social Work National Development Offer, and related standards	Desirable	Application / Interview
Experience contributing to curriculum review and programme improvement activities	Desirable	Application / Interview
Evidence of continuous professional development and engagement in social work training and development	Desirable	Application / Interview

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Skills and characteristics

	Essential or desirable	Where this will be assessed?
Excellent understanding of social work practice, values, ethics and professional practice frameworks, including a strong commitment to equity, diversity and inclusion	Essential	Application / Interview
Strong curriculum design, training and facilitation skills	Desirable	Application / Interview
Ability to design engaging and high-quality learning experiences for adult learners	Essential	Application / Interview
Strong assessment, feedback and moderation skills	Desirable	Application / Interview
Excellent written and verbal communication skills	Essential	Application / Interview
Ability to work collaboratively across teams and with a range of stakeholders	Essential	Application / Interview
Skilled in fostering positive participant experiences throughout supportive and engaging teaching and learning	Essential	Application / Interview
Evidence of reflective practice and commitment to continuous improvement	Essential	Application / Interview
Strong organisational skills with the ability to manage multiple priorities and deadlines	Essential	Application / Interview
Commitment to Frontline's ethos of Freedom and Responsibility	Essential	Application / Interview

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Eligibility

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
- creating a culture of freedom and responsibility
- actively dismantling discrimination in your role

Right to work

All appointments are subject to the successful candidates demonstrating their right to work in the UK.

DBS

This post is subject to a police check of previous criminal convictions with the Disclosure and Barring Service (DBS).

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How to apply

If this sounds like the right role and organisation for you, please **submit your application** online.

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.

Diversity means stronger teams and we want Frontline to reflect the communities we serve. Therefore, we are actively seeking applicants from global majority 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

Want to find out more?
Please contact: Damon Briggs, Head of Curriculum (Damon.Briggs@thefrontline.org.uk)

Frontline

Our culture of freedom and responsibility

Freedom and responsibility is how we stay true to our mission: trusting people to use their judgement, take ownership and do what's right for children. It's what keeps Frontline creative, caring and courageous.

Freedom and responsibility has four pillars:

1. Putting children first
2. Making equality, diversity and inclusion everyone's business
3. Working as one team
4. Making decisions based on professional judgement and evidence

Learn more about our culture

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Diversity and inclusion

We believe that diversity makes for a stronger team and our employees come from a range of backgrounds with varied expertise.

We are actively seeking to bring people with different lived experiences into the charity. We aim for a workplace that is welcoming for all and diverse in age, disability, ethnicity, gender, race, religious belief, sexual orientation, social background and any other forms of identity.

In our most recent demographic survey, 26% of employees are from global majority backgrounds, 17% are disabled and 20% identify as LGBTQ+.

We are committed to:

- Being an actively anti-racist and inclusive organisation
- Taking an inclusive approach to recruitment
- Equipping our employees with the relevant knowledge to support these aims

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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, global majority, disabled and neurodivergent, parenting Network)
- Employee resource groups (incl. diversity and inclusion working group, sustainability working group)
- Organisational away day once a year
- Regular social activities (virtual and in-person)
- Staff in social work roles can join the Fellowship community after one year of service

Family

- Enhanced occupational maternity, adoption, paternity and shared parental leave policies
- Foster and kinship care policy
- Time off for fertility treatment / IVF appointments

Learning and development

- CPD / learning and development calendar and apprenticeships
- Tailored in-house workshops
- Coaching with qualified professional coach
- Mentoring scheme for underrepresented groups

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Our benefits cont.

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)
- You can 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

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)

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