Frontline

Learning 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.

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Important information

Reports to: Principal Learning 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's portfolio of social work training programmes. The Team is 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 to deliver our Mission

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)

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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 Learning Lead will provide specialist expertise in pedagogy, adult learning and curriculum design across Frontline's training programmes. The role will support the continuous improvement of programme design and delivery by ensuring learning experiences are informed by evidence about how adults learn, retain and apply knowledge and skills in professional settings.

The postholder will review programme content, structure, sequencing and delivery approaches to ensure learning is engaging, coherent and effective. They will work closely with colleagues across teams to strengthen training practice, support facilitator development and embed evidence-informed approaches across learning experiences.

The Learning Lead will act as an organisational expert on learning and pedagogy, helping to ensure that programmes across Frontline deliver high-quality participant experiences and support meaningful improvements in practice for children and families.

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Job description

Key responsibilities

Pedagogy and Learning Excellence

- Act as the subject matter expert on learning, pedagogy and adult development across Frontline's programme portfolio.
- Promote evidence-informed approaches to learning design, teaching and facilitation.
- Draw on contemporary research and learning science to improve programme design and participant outcomes.
- Identify opportunities to accelerate participant learning and improve knowledge retention, transfer and application to practice.

Review and Enhancement of Programme Design

- Review programme content, learning activities and programme structures to ensure they support effective learning.
- Evaluate the sequencing, pacing and structure of learning experiences across programmes.
- Advise on approaches that support reflective practice, critical thinking and professional judgement.
- Contribute to the ongoing enhancement of programme materials and learning activities.

Facilitator and Educator Development

- Design and deliver learning and development activities for facilitators, educators and delivery staff across Frontline programmes.
- Support colleagues to implement effective teaching and facilitation approaches.
- Develop resources, guidance and tools that promote high-quality teaching practice.
- Observe learning delivery and provide developmental feedback to support teaching quality and consistency.
- Create opportunities for sharing effective practice across programme teams.

Quality Assurance and Continuous Improvement

- Contribute to quality assurance processes relating to learning design and delivery.
- Review participant feedback, evaluation findings and learning data to identify opportunities for improvement.
- Support programme teams to implement evidence-informed enhancements.
- Contribute to programme review and quality improvement activities.
- Ensure pedagogical approaches align with professional, academic and regulatory requirements.

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Job description

Key responsibilities continued

Collaboration and Stakeholder Engagement

- Work collaboratively with Design and Delivery Leads, programme teams, subject matter experts and external partners.
- Influence learning design and delivery decisions through expertise and professional credibility.
- Facilitate discussions, workshops and learning reviews to support the development of learning across Frontline's programme portfolio.
- Build strong relationships across teams to support a culture of continuous learning and improvement.

Organisational Contribution

- Contribute specialist expertise across Frontline's programme portfolio as required.
- Work flexibly across programmes and teams to support organisational priorities, programme mobilisation and emerging business needs.
- Apply evidence-informed approaches to learning and pedagogy across a range of social work education and professional development programmes.
- Share effective practice, innovations and learning across Frontline programmes to promote consistency and continuous improvement.
- Support cross-organisational projects relating to curriculum design, pedagogy, facilitator development, learning quality and participant experience.

Practice Excellence and Continuing Professional Development

- Maintain up-to-date knowledge of learning theory, pedagogy, curriculum design and professional education.
- Remain informed about developments in social work education, workforce development and professional standards.
- Engage in continuous professional development.
- Model reflective and evidence-informed practice.

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Experience and knowledge

	Essential or desirable	Where this will be assessed?
Undergraduate or master's degree in education, teaching or related field	Essential	Application
Significant experience of teaching and facilitation within professional, workplace or higher education settings	Essential	Application / Interview
Extensive experience of designing and delivering development opportunities for educators, facilitators, trainers or practice educators	Essential	Application / Interview
Strong knowledge of adult learning theory, pedagogy and professional learning	Essential	Application / Interview
Experience of reviewing and improving learning programmes, teaching approaches or participant learning experiences	Essential	Application / Interview
Experience of curriculum design, including consideration of programme structure, sequencing, pacing and learning methodologies	Essential	Application / Interview
Knowledge of contemporary research and evidence relating to teaching, learning, curriculum design and professional education	Essential	Application / Interview
Experience of using learning evaluation, participant feedback or quality assurance findings to improve learning experiences	Essential	Application / Interview
Knowledge of quality assurance processes relating to learning, teaching and assessment	Essential	Application / Interview
Knowledge of child and family social work and social work training.	Desirable	Application / Interview

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Skills and characteristics

	Essential or desirable	Where this will be assessed?
Excellent understanding of how adults learning and develop professional expertise	Essential	Application / Interview
Strong understanding of pedagogy and the application of learning science to professional education	Essential	Application / Interview
Ability to interpret and apply research and evidence to improve teaching, facilitation and curriculum design	Essential	Application / Interview
Excellent teaching, facilitation and communication skills	Essential	Application / Interview
Ability to influence and support colleagues through professional credibility, expertise and evidence-informed practice	Desirable	Application / Interview
Skilled in coaching, mentoring and providing development feedback to educators and facilitators	Desirable	Application / Interview
Strong analytical, evaluative and reflective practice skills	Essential	Application / Interview
Ability to work collaboratively with a wide range of internal and external stakeholders	Essential	Application / Interview
Ability to identify opportunities to improve participant learning, engagement and programme effectiveness	Essential	Application / Interview
Strong organisational skills with the ability to manage multiple priorities across programmes and teams	Essential	Application / Interview
Strong commitment to equity, diversity and inclusion	Essential	Application / Interview
Commitment to continuous improvement and learning excellence	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

Frontline

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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