

Principal Curriculum Lead (Practice Education)

Curriculum

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, 30% of our employees are from racialised minority backgrounds, 6% are disabled, 18 are neurodivergent and 19% 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, Paternity and Shared Parental 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:

Head of Curriculum

Salary:

£59,087.34 (£63,219.29 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.

The team you will be working in:

You will be working within the curriculum team which sits within the Chief Social Worker directorate. The Curriculum Team oversees the design and development of Frontline's programmes, including the Approach Social Work three-year master's programme and our in-house practice education training known as the Consultant Social Worker (CSW) programme.

The Curriculum 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 Curriculum Team works very closely with a variety of teams including, but not limited to Delivery, Programme Management, Academic Registry, Partnerships and university partners.

As a Principal you will hold line management responsibility within the Curriculum Team, with 3-4 Curriculum Leads reporting to you, although this can change depending on the needs of the team.

Direct reports:

Curriculum Lead x3/4

Closing date:

9am, 10 November 2025

Interviews:

First round: 24 November 2025, online via Microsoft Teams. There will be a task at this stage.

Second round: 26 November 2025, in-person in our London office



THE ROLE

Job description:

The Principal Curriculum Lead for Practice Education and Social Worker Development will be responsible for Practice Education and social worker development, providing strategic leadership and academic direction for the design, delivery, and continuous improvement of the Practice Education CSW Programme and other training for students and qualified social workers.

The postholder will ensure that programmes are innovative, supportive, and of high academic and professional quality, meeting the Practice Educator Professional Standards (PEPS 1 & 2) and sector expectations for excellence in social work education. They will lead a team of academic and practice staff, maintain oversight of quality assurance and participant experience, and strengthen links between theory, practice, and research.

The role also includes responsibility for the Master's Dissertation module for Year 3 Approach Social Work participants, supporting postgraduate participants to undertake high-quality, practice-related research.

The postholder will work collaboratively with internal colleagues and external stakeholders to ensure programmes remain current, coherent, and aligned with professional and regulatory requirements.

Key responsibilities:

Strategic and academic leadership

- Provide vision and leadership for our Practice Education provision, ensuring programmes reflect professional standards, innovation, and best practice.
- Lead curriculum design and enhancement to maintain academic rigor, coherence, and alignment with PEPS 1 and 2 and Social Work England requirements.
- Develop and implement strategies that promote high-quality, inclusive, and engaging learning experiences.
- Ensure programme delivery meets internal and external quality assurance expectations.
- Lead programme participant support and development design and implementation strategies.



THE ROLE

Key responsibilities (continued):

Teaching and learning

- Lead and teach across the CSW practice education programme and Master's Dissertation module, embedding innovative and research-informed pedagogy and contribute to teaching and assessment across other programmes.
- Provide formative and summative assessment, supervision, and feedback that promote reflective and critical learning.
- Integrate theory, research, and professional practice to ensure participant learning is applied and evidence-based.

Programme and team management

- Lead a team of academic and practice educators, ensuring consistent standards of teaching, assessment, and participant support including workload allocation and planning.

Quality assurance and enhancement

- Monitor programme performance, assessment outcomes, and participant feedback to drive continuous improvement.
- Contribute to validation, revalidation, and review processes to maintain programme and academic integrity and compliance inline with statutory and university guidelines.

Partnerships and External Engagement

- Engage with external stakeholders to ensure the programme remains responsive to professional and workforce needs.

Research, scholarship, and continuing professional development

- Maintain current knowledge of social work education, pedagogy, and practice through research and scholarship.
- Engage in continuous professional development and model reflective, evidence-informed practice.



THE ROLE

Person specification:

Experience and Knowledge	Essential or Desirable	Where this will be assessed?
Master's degree in Social Work or a related discipline	<i>Essential</i>	<i>Application</i>
Registration as a Social Worker with Social Work England	<i>Essential</i>	<i>Application</i>
Substantial experience in social work practice and higher education teaching	<i>Essential</i>	<i>Application/ Interview</i>
Proven excellence in curriculum design, training and assessment at a postgraduate level	<i>Essential</i>	<i>Application/ Interview</i>
In-depth knowledge of Practice Educator Professional Standards (PEPS 1 & 2).	<i>Essential</i>	<i>Application/ Interview</i>
Knowledge of quality assurance, assessment regulations, and academic standards in higher education.	<i>Essential</i>	<i>Application/ Interview</i>
PEPs 2 qualified	<i>Desirable</i>	<i>Application</i>
Experience of people management, and managing programmes, or coordinating academic delivery	<i>Desirable</i>	<i>Application/ Interview</i>
Evidence of continuous professional development and scholarly engagement in social work education.	<i>Desirable</i>	<i>Application/ Interview</i>
Record of applied research or publications in social work or practice education.	<i>Desirable</i>	<i>Application/ Interview</i>



THE ROLE

Person specification:

Characteristics and Skills	Essential or Desirable	Where this will be assessed?
Strong leadership and management skills with the ability to motivate and support colleagues	<i>Essential</i>	<i>Application/ Interview</i>
Excellent understanding of social work values, ethics, and professional practice frameworks, including strong commitment to equity, inclusion, and social justice	<i>Essential</i>	<i>Application/ Interview</i>
Highly developed communication and interpersonal skills, with the ability to work collaboratively across disciplines and sectors	<i>Essential</i>	<i>Application/ Interview</i>
Skilled in fostering positive student experiences through supportive and engaging teaching	<i>Essential</i>	<i>Application/ Interview</i>
Evidence of reflective practice and commitment to continuous improvement.	<i>Essential</i>	<i>Application/ Interview</i>
Capacity to influence and engage effectively with professional, academic, and practice communities	<i>Essential</i>	<i>Application/ Interview</i>
Organised, proactive, and able to manage competing priorities effectively	<i>Essential</i>	<i>Application/ Interview</i>
Commitment to Frontline's culture of Freedom and Responsibility.	<i>Essential</i>	<i>Application/ Interview</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
- creating a culture of freedom and responsibility
- actively dismantling discrimination in your role

Right to Work

We welcome applications from all candidates who have the right to work in the UK. This role is ineligible for sponsorship and so all applicants must have the right to work in the UK.

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 damon.briggs@thefrontline.org.uk

