

Principal 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: Head of Curriculum

Salary: £56,014.44 (£59,589.83 with 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.

As a Principal you will hold line management responsibility.

Direct reports: Design and Delivery leads

Closing date: 09 Nov 2026 at 9am

Interviews:

- First round: from 17 November (online, task presentation)
- Second round: from 23 November (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 Principal Design and Delivery Lead provides strategic leadership and academic direction for the design, delivery, and continuous improvement of Frontline's qualifying and post-qualifying training programmes. The postholder will ensure that programmes are innovative, supportive, and of high academic and professional quality, meeting relevant professional standards and sector expectations for excellence in social work training and practice. They will lead a team of academic/ trainers and practice staff, maintain oversight of quality assurance and participant experience, and strengthen links between theory, practice, and 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 leadership of learning design and development

- Provide vision and leadership for our social work training programmes ensuring they reflect professional standards, innovation, and best practice.
- Lead curriculum design and enhancement to maintain rigor, coherence, and alignment with professional standards.
- 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.





Frontline

Job description

Teaching and learning

- Lead and teach across Frontline's programme portfolio embedding innovative and research-informed pedagogy and contribute to teaching and assessment across 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.

Programmes and team management

- Lead a team ensuring consistent standards of training, teaching, assessment, and participant support including workload allocation and planning.
- Provide line management
- Be responsible for leading and managing the design and delivery of training programmes.

Quality assurance and enhancement

- Lead the monitoring of programme performance, assessment outcomes, and participant feedback to drive continuous improvement.
- Lead review processes to maintain programme and academic integrity compliance in line with statutory guidelines.

Partnerships and external engagement

- Lead the engagement with external stakeholders to ensure the programme remains responsive to professional and workforce needs.
- Engage and work with practitioners and professionals across the sector.

Practice excellence and continuous professional development

- Maintain current knowledge of social work training , pedagogy, and practice.
- Engage in continuous professional development and model reflective, evidence-informed practice.
- Ensure the development of your teams.





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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
Substantial experience in child and family social work practice and post-qualifying training	Essential	Application / Interview
Proven excellence in curriculum design, training and assessment at post-qualifying level	Essential	Application / Interview
In-depth knowledge of Social Work England Professional Standards, Children's Social Care National Framework, and Social Work National Development Offer and standards	Essential	Application / Interview
Experience of people management and managing programmes, or coordinating training delivery	Desirable	Application / Interview
Knowledge of quality assurance, assessment moderation and training standards in at post-qualifying level	Essential	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?
Strong leadership and management skills with the ability to motivate and support colleagues	Essential	Application / Interview
Excellent understanding of social work values, ethics and professional practice frameworks, including a strong commitment to equity, inclusion and social justice	Essential	Application / Interview
Highly developed communication and interpersonal skills, with the ability to work collaboratively across disciplines and sectors	Essential	Application / Interview
Skilled in fostering positive participant experiences through supportive and engaging teaching / training	Essential	Application / Interview
Evidence of reflective practice and commitment to continuous improvement	Essential	Application / Interview
Capacity to influence and engage effectively with professional, academic and practice communities	Essential	Application / Interview
Organised, proactive and able to manage competing priorities effectively	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: Dr. 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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