



# **Principal Partnerships Lead Partnerships and Placements**

## **JOB PACK**

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

# OUR MISSION

Almost 700,000 children in England rely on the support of social workers each year. These children need and deserve the support of life-changing social work professionals who can empower them to achieve their full potential and help to break the cycle of trauma and disadvantage.

Frontline is England's largest children's social work charity. We're committed to ensuring a safe and stable home for all children so they can reach their full potential - no matter their social or family circumstance. Our mission is to create social change for children who do not have a safe or stable home, by developing excellent social work practice, leadership and innovation. We are creating social change by building a movement of leaders in social work and broader society as part of our Fellowship. We have ambitious aims to grow this community to 4,000 impactful fellows by 2025, and with it our fellows' ability to effect system changes that will improve the life chances of vulnerable 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 becoming 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 published a racial diversity and inclusion plan in June 2020 and have been working to deliver this since that time, which you can read more about on our website [here](#).

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](mailto: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 Resource Groups (incl. LGBTQ+ Affinity Group, Black Affinity Group, family network)
- Organisational away day once a year
- Regular social activities – virtual and in-person
- Social work roles can join the Frontline Fellowship after one year of service



## Family

- Enhanced Occupational Maternity, Adoption, and Shared Parental leave policies – 24 weeks full pay, followed by 15 weeks statutory pay
- Partner leave – 6 weeks full pay
- Foster and kinship care policy – support and time off for training (up to 5 days)
- Time off for fertility treatment/IVF appointments



## Flexible working

- Work from home as often as needed for your role
- Flexibility around our core hours (10am-4pm)
- Mission aligned volunteering time (up to 3 days)



## Learning and development

- CPD – Professional qualifications and apprenticeships
- Tailored, in-house workshops
- Coaching with qualified, professional coach



## 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 or sell 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 – assessments and counselling
- Life Assurance Scheme – death in service benefit of x3 annual salary
- Free eye test and flu vaccine
- Employee-led Wellbeing Action Group
- Sabbatical after 3 years' service (up to 6 months)



## Pay, pension and loans

- Transparent salary structure
- Up to 8% employer pension contribution
- Interest-free bike and season ticket loan
- Interest-free deposit loan for renting or buying a new home

# THE ROLE

## Reports to:

Head of Partnerships and Placements

## Salary:

£46,901.82 (£50,174.04 inclusive of London weighting) plus competitive pension

## Contract:

Full Time, 12 month fixed-term contract (maternity cover)

**Location:** Flexible with occasional travel required to the London office and local authorities across England.

## Direct reports:

3x Partnerships and Placements Manager

## Closing date:

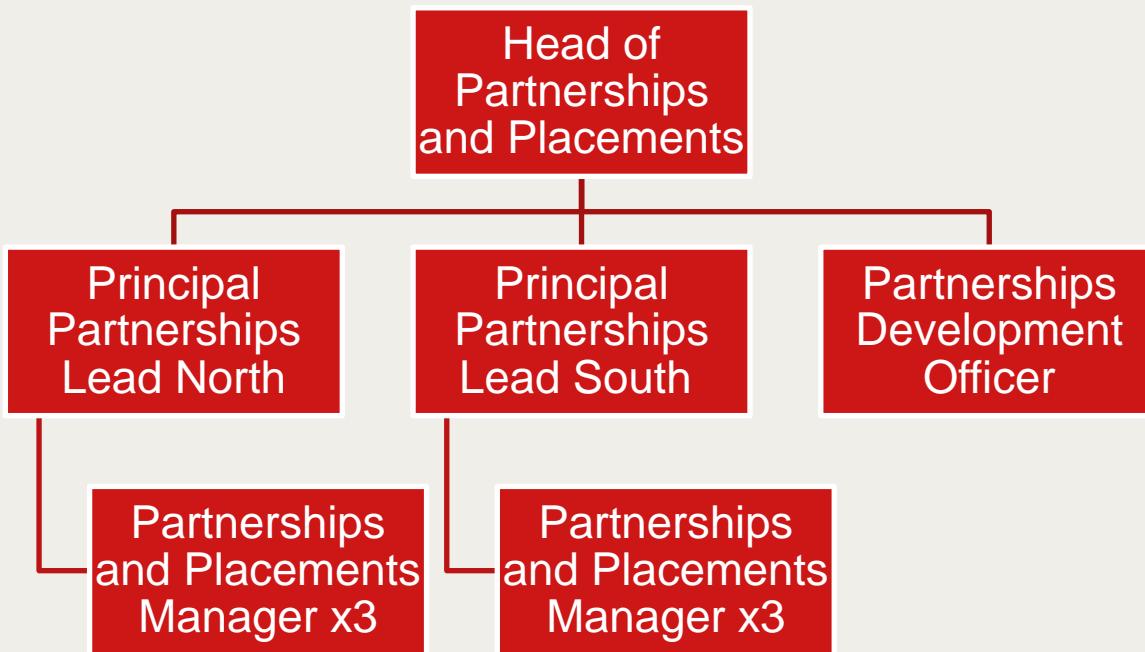
9am, Wednesday 25 September

## Interviews:

**First round:** Tuesday 1 October (online via Microsoft Teams)

**Second round:** Monday 7 October (location TBC)

## The team you will be working in:



# THE ROLE

## Job description:

This role will lead three Partnerships and Placements Managers (PPMs) to sustain and secure partnerships with local authorities (LAs) and children's trusts.

The role will have overall ownership for the achievement of partnerships targets in their area for the Approach Social Work programme, to develop and support 600+ Fellows (alumni) annually. This is directly linked to achieving Frontline's organisational objective of having 4,000 impactful Fellows by 2025, who will create social change for children without a safe or stable home.

The PPL will manage escalations of risk within local authorities across their region, working closely with their Principal Practice Tutor colleagues in ensuring a speedy resolution to issues.

This role will support the head of partnerships and placements to drive the strategic direction of the wider team:

- Cultivating a high-performing, positive culture within the partnerships and placements team
- Creating more meaningful relationships and networks with LAs
- Advancing our charitable aims around diversity and inclusion, leadership and innovation – therefore supporting better outcomes for children and families.



# THE ROLE

## Key responsibilities:

### Meet regional targets

- Develop and execute regional plans that achieve programme targets.
- Lead all new business development and pitching.
- Use Salesforce CRM to ensure accurate record keeping and forecasting.

### Excellent team leadership and people management

- Create a high-performance culture through clear expectations setting and recognising when these are met or holding people to account when they are not.
- Provide strong coaching and development with regular 1:1s and team meetings
- Be hands-on with important partner relationships where complex issues arise.
- Ensure high levels of team engagement and promote freedom and responsibility



### Relationship management and partner experience

- Increase our presence across the region through proactive networking
- Own non-core partners in terms of diversification and prospects for Frontline.
- Oversee the quality and cadence of partner meetings for effective partnership governance.
- Ensure the region meets target satisfaction rates for our programmes.

### Systems, project management and compliance

- Oversee the allocation of Approach Social Work programme applicants to partner places across the region.
- Oversee the recruitment of high-quality Consultant Social Workers across the region.



### Support wider organisational objectives

- Work collaboratively with colleagues across the organisation on shared objectives, specifically the Delivery, Recruitment and Leadership Programmes Teams.
- Lead by example and role model a high-performance culture through clear communications, risk management and holding colleagues to account.

# THE ROLE

## Person specification:

### Experience and knowledge

- Business development/account management with demonstrable experience of consistently meeting targets.
- Managing the sales cycle and pipeline and accurately forecasting results.
- Cultivating and influencing deep, meaningful, partnerships
- Building strong relationships with a range of external and internal stakeholders, and balancing varied, often competing, interests.
- Experience of setting challenging targets and inspiring teams to achieve them

### Characteristics and skills

- Excellent people management skills, with the ability to balance **support** and **challenge**
- A strategic mindset that plans, prepares and monitors own and team performance to effectively anticipate and manage risks to performance
- Excellent communication skills, with the ability to write great proposals, lead productive meetings and run inspiring pitches.
- Adept at building positive relationships with people in different contexts, able to learn quickly about their needs and skilfully build strong, long-lasting partnerships
- Presence to influence peers, and challenge respectfully and with impact
- Confident in using data and making use of CRM systems to generate insights and manage a large number of relationships
- Motivated by the opportunity to plan, build and embed systems and approaches to develop partnerships and improve quality and consistency
- Curious about problems as they arise with the ability to take a creative and positive approach to solving challenges
- Dependable, clear and proactive in working to achieve shared goals

We believe that diversity makes for a stronger team and want our organisation to better reflect the communities we serve. Therefore, we are actively seeking applicants from racialised minority backgrounds for this role. We are also a disability confident employer and welcome applicants with disabilities. We ensure a diverse shortlist for all our roles when prompted, we encourage you to share this information with us if you feel comfortable to do so.

Please let us know how we can make the recruitment process more accessible for you by emailing [People@thefrontline.org.uk](mailto:People@thefrontline.org.uk).



# THE ROLE

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:

- 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:

Leanne Connolly, Principal Partnerships Lead on  
[leanne.connolly@thefrontline.org.uk](mailto:leanne.connolly@thefrontline.org.uk).

