

A woman with long braids in an orange sweater and a man in a striped shirt are smiling and talking. Behind them is a large, stylized hourglass graphic with a blue top and a grey bottom. The Frontline logo is in the top right corner.

**Frontline**

**Recruitment Transformation  
and Evaluation Lead  
(Freelance/Consultant)**

**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 5,000 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.





# THE ROLE

## Fees:

£23,000 total for the 5-month project (based on agreed deliverables and timelines)

## Contract:

Freelance/Self-Employed

We anticipate the project to take a number of months to complete in entirety but would be open to discussing project length.

**Location:** National – travel to our offices in central London will be required

## Closing date and interviews:

Rolling – we will review applications as they come in and invite to interview. We recommend applying as soon as you can.



## Job description

Each year, we receive up to 20,000 registrations and 9000 applications for [Approach Social Work](#), a three-year child protection social work training programme. Our selection and assessment process is critical to success, ensuring we select the right applicants for one of 500 places on the programme.

We are looking for a contractor to join us and to conduct a review of the selection process used to recruit participants on to Approach, and identify improvements, efficiencies and explore new technologies/approaches.

We are open to candidates from a range of backgrounds – this role would be well suited to individuals with experience in evaluation, research, project management or consultancy work. Please apply by following the instructions on [this advert](#).

## Key responsibilities

This role will be responsible for a project that is critical to our mission as a charity. The post holder will conduct research, evaluation and review to;

- Evaluate the selection process to derive key indicators of success/retention on the programme, and to understand key barriers to effectiveness or efficiency
- Explore new technologies and approaches to selection and assessment
- Develop proposals for changes to the selection process for our Senior Leadership Team to review and take forward

# THE ROLE

## Person specification:

Experience and Knowledge	Essential or Desirable
<b>Project Management</b> - Experience/ability to lead on a complex project with multiple objectives, stakeholders and a fixed deadline.	Essential
<b>Evaluation</b> - High level primary research skills, including research design, quantitative and qualitative data analysis, ideally including experience of multivariate design and analysis.	Essential
<b>Stakeholder management</b> - Experience working with varying stakeholders including those in senior leadership.	Desirable
<b>Research/consultancy</b> - Ability to explore the existing landscape, collate findings, present benefits and risks of new suggestions.	Desirable
Characteristics and Skills	Essential or Desirable
Ability to synthesise research into clear and concise written materials and to translate complex ideas into plain English, and/or graphical representations.	Essential
Ability to build strong working relationships with people, both within the organisation and externally.	Essential
Highly organised and able to work independently and manage and prioritise a busy workload.	Essential
Curious to find new ways to improve organisational and programme effectiveness and impact through use of evidence.	Essential
Confidence in modelling costs and other resource efficiencies.	Essential





# THE ROLE

We recognise that this is a unique role and that the ideal candidate may meet some, but not all the experience or skills listed in this job pack. Don't let that automatically put you off applying.

If you have relevant experience and feel you would be able to deliver the objectives of this project, we'd love to hear from you. If you would like more information on the project or to discuss if this is a good fit for you please contact Madeleine Auer, Head of Recruitment at [madeleine.auer@thefrontline.org.uk](mailto:madeleine.auer@thefrontline.org.uk)

We are interested in hearing from candidates who would prefer to work on a fixed-term contract for 5 months and those who would prefer to partner on a freelance or consultancy basis. This offers the autonomy and flexibility for you to drive the project in a way that works for you. If you would like to apply for both, please complete an application for [the fixed-term contract role](#) but tick the box specifying you would also like to be considered for the self-employed opportunity.

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

## Requirements of the role:

- Right to work in the UK
- Must be registered as self-employed or operating via a limited company (Outside IR35 compliant)
- Professional Indemnity Insurance may be required depending on the scope of the engagement. Public Liability Insurance may also be required for any on-site work. We will confirm on appointment.

## How to apply:

If this sounds like the right role and organisation for you, please apply by following the instructions on this [advert](#).

Please note that we will review applications on a rolling basis. If you think the role is a right fit for you, please apply as soon as you can.

