



Job Description

Job Title: Pledge Development Lead

POSCODE:

Grade: J

Overall Purpose of Role

The Pledge Development Lead is responsible for developing and delivering Northamptonshire Children's Trust's (NCT) Care Experienced Pledge. A Pledge which supports all children and young people who have experience of being in care.

The Pledge Development Lead will also develop the Leaving Care Local Offer.

This role also acts as a connector, innovator and facilitator between NCT and wider local businesses (large and SME) and statutory partners to build and maintain strong relationships with senior internal and external stakeholders.

Using an Asset Based Community Development (ABCD) approach the post will support children and care experienced young people access local resources, networks, connections and community assets while using opportunities to engage and influence corporate partners to participate in social responsibility programs.

What is the Care Experienced Pledge?

The Care Experienced Pledge is a commitment from a business or not-for-profit, to provide support to Care Experienced people to help them live happy lives by:

- Developing resilience
- Enjoying good health and wellbeing
- Fulfilling Potential
- Live Safe, Be Safe

The specific requirements for each Pledge will be written by them and decided by Care Experienced Young People, and they need to be at the heart of what we do in this programme.

To achieve impact, the pledge lead will need to engage with young people to understand their wants/needs. The Pledge Lead will lead the implementation, development and continuous improvement of the care experienced pledge to ensure it remains relevant, accessible and responsive to the needs of care-experienced young people. The lead will also be responsible for developing and maintaining relationships with a wide variety of local business and organisations.

The catalogue of support will need to be maintained to ensure it remains relevant and up to date, with regular input from young people to ensure the pledge is delivering on its ambitions.

To deliver the Northamptonshire Children's Trust statutory responsibilities to safeguard and promote the welfare of these children.

	Main Accountabilities
1.	Identify areas of unmet need within our cared for and care experienced communities and source resources of public, private and third sector organisations that are available to meet need.
2.	Develop working relationships with employers and organisations to understand and promote their service to care leavers and cared for children to build the pledge
3.	Work with NCT's marketing team to promote and respond to offers from the local community in a timely manner and create tools and events which keep organisations involved and updated as to activities and opportunities to become involved.
4.	Support and assist community groups, businesses and networks to develop new activities and/or maintain existing activities which promote wellbeing of cared for children and care experienced young people, through help with bid writing and researching potential funding opportunities, brokering and negotiating support from partner organisations and agencies.
5.	To engage with young people's advisory group to ensure that pledges reflect and respond to the needs of care experienced young people and to enable businesses to gain insight into the social value and impact of their contributions.
6.	Update the Care Leavers local offer and ensure the website is representative of the current offer
7	Providing information, insight and guidance to Children in Care and Leaving Care Teams on what services, groups, networks, jobs and activities are available locally and across the county which may assist cared for children and Care Leavers, in developing and maintaining independent lives.
8	To co-produce the pledge and development with young people with care experience young people to ensure that it is inclusive of and appropriate to the needs and diversity of under-represented people
9	To ensure that the coordination of staff, young people and volunteers in delivering pledges for children and young people are delivered in accordance with Northamptonshire Children's Trust Equality Policy
11	To ensure that health and safety requirements are met in relation to the relevant team and service location.
12	To carry out any other duties which fall within the broad spirit, scope and purpose of this job description and which are commensurate with the grade of the post, including deputising for their line manager and representing the service as appropriate on internal and external projects and leading on those initiatives where appropriate to the role.
13	Support Service and Strategic Manager in making sure budgets for charitable and community initiatives are used effectively while providing insights and recommendations to leadership on social impact and engagement opportunities to expand offer to children and young people.

Safeguarding commitment

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may

be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder

Person Specification

Qualifications, Knowledge, Skills and Experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
English and Maths to GCSE grade C or Level 3 Qualification Degree or equivalent experience in Youth and Community Work/Social Work	Social Care, Business Development, Project Management or another related discipline	Essential Essential Desirable

NOTE: Preferred experience for this job

Preferred experience	Subject	Essential/ Desirable
Knowledge of the Care system	To have experience of the care system and an understanding of issues affecting care experienced children, young people and adults.	Desirable

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential/ Desirable
Knowledge		
Professional knowledge	Demonstrable high level of consultative, interpersonal, communication and negotiation skills, including the ability to deal with complex issues in a sensitive and appropriate manner and challenge where necessary.	Essential
Relationship management	An understanding of relationship management and the capacity to establish and maintain effective communication and working relationships and affect positive morale within the service.	Essential
Working with partners	Able to develop effective interagency working processes and implement any changes/reviews in policy and procedures.	Essential
Analytical knowledge	Able to summarise, analyse and evaluate complex information.	Essential
EDIEB	A commitment and understanding of equality and diversity issues, and of fair and non-discriminatory service delivery.	Essential
Effective representation	Able to chair meetings effectively and represent NCT in a professional, responsible and effective manner.	Essential
Relationship knowledge	Able to create a rapport and build relationships with young people and parents/carers.	Essential
Negotiation experience	Able to persuade and negotiate at different levels and across various agencies, services and groups.	Essential
Public, voluntary, charity, social enterprise organisations within a locality	Relevant knowledge of the type of support services, groups and activities in the local area, or how to find out what's available.	Essential
Cared for Children & Care Leavers	Knowledge of issues faced by children, young people and families with support needs, particularly how	Desirable

	community services, groups and activities can support them	
The Care Leavers Local Offer	An understanding of the Northamptonshire local offer. An understanding of Asset based Community Development	Desirable
Funding and income streams	Knowledge of the different funding opportunities to support community groups and networks	Desirable
Skills		
Empowering others	Experience of supporting others in their own professional development and implementing positive change within a service area to improve morale and team work.	Essential
Managing complexity	Significant knowledge and experience of strategies, legislation and complex cases relating to looked after children, care leavers this could be specialised knowledge and experience in a specific area related to; education, apprenticeships and work, accommodation and housing, health, well-being and transitions, custody and gangs or diversity and young parents/carers.	Essential
Working and engaging with young people in coproduction or support planning	Working with children and young people to achieve positive outcomes in their life either through direct work or harnessing networks to promote change.	Desirable
Decision Making	Ability to work independently without direct supervision and able to complete assigned tasks	Essential
Relational work	Skills to be able to work with children and young people	Essential
Communication	Highly developed clear communicator both verbally and in writing with businesses and partner organisations Good participatory and listening skills. Ability to write complex reports, business cases and funding applications	Essential
Logistics	Ability to meet the travel requirements of the role efficiently and effectively across the locality and geographically dispersed communities	Essential
IT and administrative	Good working knowledge of IT including Microsoft office packages such as excel and record information in a logical and accessible format	Essential
Best Practice	Able to follow detailed policies and procedures	Essential
Building strong relationships and networks	Able to develop strong and effective relationships, establish networks and appropriate links to assist you in your role.	Essential

Disclosure Level	
What DBS Level is required for this post?	
None	☐
Standard	☐
Enhanced Child Only	☒
Enhanced Child/Adult Bar	☐

Working Arrangements

What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)

Fixed ☒

Flexible ☒

Field ☐

Home ☐