

Academically Advanced Socially Progressive

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Improving Care Experiences Consultant

Department	Centre for Excellence for Children's Care and Protection (CELCIS) (www.celcis.org/)		
Faculty	Faculty of Humanities and Social Sciences (www.strath.ac.uk/humanities/)		
Staff Category	Administrative and Professional	Reference No	752028
Reports To	Care and Transitions Lead	Grade	8
Salary Range	£46735 - £57422	Contract Type	Fixed Term (12 months)
FTE	1 (35 hours/week)	Closing Date	30/10/2025
Working Arrangements	Hybrid. The standard requirement across the University is that at least three days per week (based on 1FTE) will be spent working on-site (with flexibility as appropriate).		
Work Location	John Anderson Campus		



Job Advert

Change-makers sought!

Do you want to help Scotland to keep The Promise?

We're looking for an experienced, innovative, and values-driven Improving Care Experiences Consultant to help us to improve the lives of children and young people and adults. This is an exciting opportunity to assist the leadership of our work to support improvements in continuing care, aftercare, and young people moving into adulthood, as well as our work supporting improvements in kinship care and foster care.

As a leading improvement and innovation centre in Scotland, CELCIS works to improve the lives of children and young people in need of care and protection, their families and carers, care leavers, and young people moving into adulthood. We achieve this by supporting people and organisations responsible for their care to make changes in systems, services, practice and skills. We're looking for a new consultant to join our Improving Care Experiences team to drive forward our ambitious plan for change. You'll bring the passion and motivation to listen to those with experience of care, and build on what we know matters to children, young people, families, workforces, and carers, through our exciting partnership work with local and national partners.

You will contribute to developing ways of working that enable workforces and carers to build strong relationships, care deeply and prioritise the needs of young people moving into adulthood, as well as those cared for in kinship care and in foster care. You will work closely with Scottish Government and colleagues in the sector to support improvement and realise the ambitions of The Promise. You will support the development of partnership groups, and networks such as Communities of Practice, to share evidence, best practice, and grapple with and find solutions to complex problems to support the changes we all want to see. You will be fundamental to our engagement with key partners in these policy areas, including working alongside colleagues in local authorities, independent care providers, the Scottish Government and other partner organisations. You will be crucial to the development of system and practice change initiatives relating to improving the experiences of children, their families, and their carers, as well as in relation to the wellbeing of colleagues in the workforce.

The role would suit candidates who have a strong knowledge of current social work/social care, the needs of young people moving into adulthood, kinship care, foster care, child development, and childcare practice. It would also benefit candidates who understand and have experience of working with complexity, supporting and leading change projects and programmes, and genuine co-production.

Are you skilled in supporting change and improvement? Can you demonstrate how your work is informed by experience and knowledge of putting policy into practice? Have you done this by using best evidence, and building on the voice of those with lived experience? Are you experienced at facilitating and supporting the learning of others? If so, this could be the role for you.

You will have an appropriate professional qualification/relevant degree, with significant experience of directly relevant roles, considerable experience of management, leading projects, and of contributing to and realising an organisation's strategic and business objectives too. Does this sound like you?

Job Description

Brief Outline of Job:

This is an innovative role where you will support local authorities and their partners to improve services for children in need of care and protection with a focus on Transitions into Adulthood, which includes, Continuing Care and Aftercare practice, Kinship Care, and Foster Care. You will be part of a team who embed effective care experiences. We would be open to considering applications from individuals who want to be considered on a secondment basis.

This post will report to the Care and Transitions Lead.

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Main Activities/Responsibilities:

1. With a strong understanding of children's needs and their development, you will support practice improvement through a range of methods, support services, and systems to manage complex change.

 2. Contribute to the development and implementation of policy and guidance in relation to national and local Transitions into Adulthood, which includes, Continuing Care and Aftercare practice, Kinship Care, and Foster Care.

 3. Support programmes of work with local authorities and other key organisations through effective partnership working, showing an understanding of the complexity and challenge in the work.

 4. Work in ways that ensures that the views and experiences of children, young people and their families are a key driver for change.

 5. Work closely with internal and external colleagues to drive forward policy implementation, practice improvement and change ideas across Transitions into Adulthood, which includes, Continuing Care, Kinship Care and Foster Care.

 6. Contribute to the ongoing work of the Improving Care Experiences Hub and the development, delivery and evaluation of CELCIS' strategy and annual business planning requirements with particular attention to the applied use of evidence and data.

 7. Work in partnership across CELCIS to communicate and engage with stakeholders to promote the work of the Improving Care Experiences team.

 8. Model and demonstrate an ability in the use of facilitation, use of data, supporting capacity building, coaching and a willingness to being coached by others.

 9. Work actively internally and externally to help realise The Promise and other related policy and legislation and have an unwavering commitment to the voice of the care experienced community.

 10. Promote and support the mission, vision, values and principles of governance at CELCIS. Lead by personal example and quality of contribution, whilst promoting a culture of continuous improvement.
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Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 A relevant degree and/or appropriate professional qualification and relevant experience in the appropriate field.

D1 A relevant post graduate qualification.

Experience

E2 Significant knowledge and experience of the needs of looked after children and securing positive destinations/outcomes for children in need of care and protection.

E3 Experience of leading, or being part of, project teams, with demonstrable strong project management skills to meet strategic policy goals across a diverse and complex environment.

E4 Knowledge and understanding of relevant legislation, policy and research in relation to Transitions into Adulthood, which includes, Continuing Care, Kinship Care and Foster Care and associated areas.

E5 Demonstrable track record in defining, implementing and evaluating successful programmes of activities across a diverse and complex environment.

Job Related Skills and Achievements

- E6 Networking and influencing skills with the ability to nurture and sustain positive relationships across the full range of relevant stakeholders and including those with lived experience of care.
- E7 Understand the complexities of effective implementation with a focus on how to change practice on the ground to improve children's experiences.
- E8 Strong negotiating skills and experienced in the application of techniques used to achieve conflict resolution.

Personal Attributes

- E9 A commitment to the inclusion of voices, experience and participation of children, families, carers and other key stakeholders.
- E10 Demonstrate reflective practice and ability to give and receive constructive personal feedback.
- E11 Excellent relationship management skills and an ability to work both independently as well as part of a team.
- E12 Excellent oral and written communication and presentation skills with the ability to share complex information in an accessible way, and with the purpose of informing and influencing changes in awareness and knowledge.

Other Relevant Factors

- E13 Experience of dealing with politically sensitive policy or complex situations.
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Application Procedure

Applicants should visit Strathclyde's vacancies portal and complete an online application form including the name of two/three referees who will be contacted without further permission, unless you indicate you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

University of Strathclyde encourages the recruitment of disabled and neurodivergent candidates. If you need any reasonable adjustments during the recruitment process, please let us know. You are welcome to submit a paper application or a CV instead of the online application form by contacting us at humanresources@strath.ac.uk.

Informal enquiries about the post can be directed to Kirsty Doull, Care and Transitions Lead kirsty.doull@strath.ac.uk

Interviews

Formal interviews for this post will be held during week commencing 24th November 2025.

The University is a Disability Confident Employer and operates a guaranteed interview scheme for disabled candidates who meet all the essential criteria for the post that they are applying for.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Enter contact name, Enter contact job title (Enter contact email/phone details.).

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Conditions of Employment

Conditions of employment relating to the Administrative and Professional staff category can be found at: [Conditions of Employment](#).

Rewards and Benefits

Our comprehensive benefits package, including generous annual leave, family-friendly benefits, flexible work options, and a commitment to continuous learning, reflects our appreciation for the valuable contributions of our colleagues.

We understand that each staff member has unique priorities and lifestyles, so our diverse benefits ensure there is something for everyone, details of which can be found on our [Rewards and Benefits webpage](#).

- **Financial Rewards:** We provide attractive financial packages, including competitive salaries, relocation support for employees and a generous pension scheme, with university contributions of 14.5% for USS and 6.5% for LGPS.
- **Work-Life Balance:** We are dedicated to enhancing healthy work-life balance for our employees. We offer generous annual leave, an additional annual leave purchase option, flexible and agile work arrangements.
 - Annual Leave: Generous entitlement of 27 days (Grade 5 and below) or 31 days (Grade 6 and above), in addition to 11 public holidays and University closure days.
 - Additional annual leave purchase: Option to request purchase of 2 weeks' additional annual leave per year.
 - Flexible and agile working: The University provides flexible work arrangements. You can request arrangements that fit you and your role, such as hybrid, part-time, compressed hours, term-time, adjusted shifts, staggered hours. These requests can be made from the first day of your employment.
- **Family Friendly Benefits:** We offer a variety of enhanced family-friendly benefits to support our employees in balancing work and family responsibilities. These include Maternity Leave, Paternity/Maternity Support, Adoption Leave, Shared Parental Leave, Parental Leave, Carers Leave and support, Family Friendly Research & Scholarship Leave, and access to our on-campus nursery.
- **Career Development:** Our commitment to personal development is reflected in initiatives such as professional courses, subsidised educational programs, coaching and mentoring, leadership development, secondment opportunities, and access to our library.
- **Health & Wellbeing:** We place high importance on the safety, wellbeing, and health of all our staff and offer discounted Strathclyde Sport membership, an Employee Assistance Programme (EAP), Occupational Health Service, and Cycle to Work scheme.
- **Recognition Awards:** At Strathclyde, we place a strong emphasis on acknowledging and rewarding our staff's commitment and exceptional contributions. This is demonstrated through our Long-Service Awards and our Values-based Strathclyde Medals.

PVG Check

This position involves regulated work, making it a legislative requirement that the successful candidate becomes a member of the Protection of Vulnerable Groups Scheme. If appointed, employment with the University will not be confirmed until membership of the Scheme has been received. The successful applicant will be precluded from working with protected groups until that time.

Pre-employment health screening

An offer of appointment will be subject to a medical assessment by Occupational Health. An individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational Health Nurse within 5 days of receipt. If further information is required, the individual may be contacted by the OHN or a Medical

Advisor and a personal appointment with the individual may be arranged. An unconditional contract of employment will not be issued until Human Resources receives confirmation that applicant is fit to undertake the duties of the post.

Probation

Where applicable, the successful applicant will be required to serve a 12 month probationary period.

Pension

The successful applicant will be eligible to join Universities' Superannuation Scheme Further information regarding this scheme is available from [Payroll and Pensions](#).

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the [Relocation Policy](#).

Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our [equality, diversity and inclusion charters, initiatives, groups and networks](#).

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

The University currently holds an Athena Swan **Silver award**, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.

In delivering **our People Strategy**, we will contribute, act, and make decisions guided by these values.

- **People-oriented:** committed to our staff and students, providing opportunities, and investing in their development.
- **Bold:** confident and challenging in what we do, and supportive of embracing appropriate and managed risk in our decision-making.
- **Innovative:** focused on discovering and applying knowledge with impact and encouraging creative thinking and new ideas.
- **Collaborative:** working together, with our colleagues and external partners, with integrity and in an open, respectful way.
- **Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners.

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