



Post Specification

Date	February 2024
PG Number	8142
Post Title	Reducing Family Conflict Training Lead
Job Family	People, Care and Development
Job Family Role Profile	PCD12ii
Final Grade	12

To be read in conjunction with the job family role profile

Service Area description	
National RPC programme	
<p>The Reducing Family Conflict programme is part of the national Department of Working Pensions Reducing Parental Conflict initiative established in response to and recognition of the impact conflict can have in a family. When there is conflict in a family, whoever it is between, it is often the children that are most affected especially when arguments happen too often and are not always positively worked out. What is important is to help the child/family as soon as possible to deal with family struggles in a positive way and stop things getting worse.</p> <p>This post will be hosted within Westmorland and Furness Council, but the programme of work will be delivered across both Westmorland and Furness and Cumberland Council areas as part of stipulations of the external national funding from the DWP.</p> <p>The post will sit within the Public Health team.</p>	
Purpose of this post	
<ul style="list-style-type: none"> To take a specific lead role in the implementation of the training programme for Reducing Family Conflict across multi agency partnerships with those working with children and families. To advise on developing and implementing organisational development and training programmes within the relevant specific lead service areas. 	
Key job specific accountabilities	
<ul style="list-style-type: none"> Lead on the delivery of Reducing Family Conflict Training Programme to specific service area(s) and partner organisations, in line with national standards set out by the external funding body. Lead, deliver, evaluate, and continuously improve the Reducing Family Conflict training programme, by including training needs analysis and data collection and reviewing training plans as appropriate. Advise and recommend appropriate learning solutions and methods. Work collaboratively with colleagues and across the wider system with external partners to identify, develop and support training requirements and development routes for services as appropriate. Develop and support a community of practice for Reducing Family Conflict. Ensure that national best practice and statutory/regulatory requirements are implemented if appropriate for all training and development interventions. 	
Please note annual targets will be discussed during the appraisal process	
Key facts and figures of the post	
Budget Responsibilities	<ul style="list-style-type: none"> Responsible for ensuring the effective implementation of Reducing Family Conflict training programme.

Staff Management Responsibilities	<ul style="list-style-type: none"> • Provide instruction and on-the-job training for colleagues.
Other	
Essential Criteria - Qualifications, knowledge, experience and expertise	
<ul style="list-style-type: none"> • Technical, vocational, or part-professional qualification at vocational degree level or equivalent experience (NVQ 4) in learning, training and skills or other relevant qualification. • Appropriate relevant professional qualification in the area identified and / or professional accreditation. • Expert breadth and depth of knowledge regarding the national Reducing Family Conflict programme and relevant experience in identified area. • Strong people/ interpersonal skills, including training, facilitation, negotiation, and motivational skills. • Good communication both written face-to-face and over Teams! • Ability to influence people to change behaviours or make difficult changes. • Ability to build personal and professional credibility with Board, senior leadership, and service teams. • Strong ICT skills (Word, PowerPoint, Excel MS Teams) • Experience of implementing change is desirable. • Political awareness. • Commitment to continuous professional development. 	
Disclosure and Barring Service – DBS Checks	
<ul style="list-style-type: none"> • This post does not require a DBS check. 	
Job working circumstances	
Emotional Demands	<ul style="list-style-type: none"> • Working with organisations/professionals, where potential discussions around family cases /individuals' circumstances will take place.
Physical Demands	<ul style="list-style-type: none"> • None
Working Conditions	<ul style="list-style-type: none"> • A blend of virtual, remote working with office work attending face to face meetings as required. Ability to travel as required by the role
Other Factors	