

JOB DESCRIPTION			
Job title	Head of Practice and Policy	Department	Nuffield Family Justice Observatory (Nuffield FJO)
Job holder	Vacant	Reports to	Associate Director, Nuffield Family Justice Observatory
Job type	Permanent, full time (part time considered)	Date created	November 2024
Job aims	Lead and deliver programmes and projects which create impact for children and families in line with the Nuffield FJO’s strategic goals.		
Organisation Relationships	Reporting to Associate Director, Nuffield FJO. The Nuffield FJO is a small team made up of employees and freelance staff. The postholder will be expected to work closely with all members of the team.		
External relationships	The postholder will develop and maintain a wide network of relationships across the family justice and social care systems, as well as policy makers and influencers. In utilising data and research evidence to influence change the postholder will work with academics on specific projects.		
Responsibilities Including but not limited to:			
1.	Practice, Policy and Systems Impact		
	<ul style="list-style-type: none">• Design and lead specific workstreams that seek to bring about improvements in outcomes for children and families, utilising data and research evidence commissioned or collated by the Nuffield Family Justice Observatory, in line with the organisation’s overall goals.• Within these workstreams influence practice and policy through a wide range of activities such as: convening discussions between professionals (including those within children’s social care, the justice system, health and wider family support services); presenting research findings at events for policy and practice audiences; producing spotlight papers which summarise research for practitioners/policy makers; briefing journalists; responding to invitations to shape emerging policy; developing communities of practice; identifying and collaborating with changemakers; informing and and/or building collaborations between stakeholders.• Identify ways in which Nuffield FJO can further its goals by acting as a catalyst for system-wide change within the family justice system by		

	<p>undertake scoping of new areas of work, identifying where the Nuffield FJO can add value, developing new partnerships, monitoring the policy landscape and identifying opportunities to achieve policy and practice impact.</p> <ul style="list-style-type: none"> • Contribute to the continued review and development of the organisation level Theory of Change and project specific theories of change by contributing insights, experience and knowledge, alongside other colleagues. • Provide support and insight to members of the team on practice and policy issues.
2.	Research collaborations
	<ul style="list-style-type: none"> • Work with academic researchers commissioned by the Nuffield Family Justice Observatory, as well as Nuffield FJO's own researchers, to fill key data gaps, ensuring that the research answers questions of relevance to practice and policy and that the findings are presented in a way that can be easily digested by a practice and policy audience.
3.	Dissemination and engagement
	<ul style="list-style-type: none"> • Disseminate the work of the Nuffield FJO to relevant audiences by giving presentations and writing articles. • Represent the Nuffield FJO to stakeholders at the highest level including senior judiciary, senior civil servants, media and other system leaders. • Collaborate and develop partnerships with individuals and organisations across the family justice sector. • Keep abreast of key developments in the family justice and wider child welfare landscape to identifying future potential areas of work and work with the team to review and develop Nuffield FJO's workplan and strategy to respond to changing needs and priorities. • Engage with wider Nuffield Foundation colleagues to share learning and amplify the impact of Nuffield Foundation research and initiatives.
4.	Other
	<ul style="list-style-type: none"> • The above list of key responsibilities (and associated activities) is not exhaustive. It may be necessary to carry out other work within the scope of the role, as reasonably requested.

Person specification	Essential (E) or Desirable (D)
Experience	
Proven track record of influencing change at national or local level to improve the lives of children	E
Experience of maintaining oversight of and managing work programmes	E
Experience of translating complex academic evidence into practice messages, advice and practical tools that meet the needs of those involved in local delivery	E
A proven track record of building effective partnerships to secure change	E
A highly credible reputation with national and local policy makers	E
Experience of social work or legal practice in a relevant field	D
Knowledge	
Knowledge of the Family Justice and Child Welfare Systems. An understanding of the public policy, local practice and service delivery context, including the drivers of change for children who come into contact with the family justice system	E
Strong understanding of analysis and use of evidence	E
An understanding of whole system change and implementation science	D
Personal Skills and Attributes	
Tenacious commitment to achieving improvements in the lives of children and families who come into contact with the child welfare and family justice systems, with the ability to secure the support of others to the approach.	E
Clarity of focus on where impact can be achieved and how.	E
A self-starter with an entrepreneurial and solution-based approach. Self-motivated and well organised; demonstrable ability to manage complex projects. Creative and skilled at problem-solving.	E
Ability to develop good working relationships across a variety of stakeholders, including judiciary, barristers and solicitors, social care, and third sector professionals.	E

Interpersonal skills and networking skills.	E
Ability to assimilate complex information and create effective and impactful key messages.	E
Good communication skills. Good presentation skills. Ability to write clearly and concisely.	E
Ability to work effectively as part of a team, with a flexible approach to helping others.	E
Experience as a social worker or legal professional with significant practice relating to children and families.	D
Commitment to Nuffield FJO Values.	E