**Job Profile**

**Job Title: Fathers’ Worker**

**Job Grade: Level 4 Zone 1**

**Salary Range:**

**About Camden**

‘Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we’re not just home to UK’s fast-growing economy. We’re home to the most important conversations happening today. And we’re making radical social change a reality, so that nobody gets left behind. Here’s where you can help decide a better future for us all.

This is an important role within the Integrated Early Years Service (IEYS) working directly with fathers’ as well as providing strategic planning and delivering training to ensure father friendly practice across the service. Outcomes that the role will achieve;

* Increased awareness and understanding of fathers’ positive impact on children’s development and well-being amongst staff and across organisations and communities
* Fathers engagement in services is strengthened, including through specific community groups and activities
* Fathers are supported in their role as a parent, to maintain positive family relationships and are empowered to participate in their communities
* Practitioners build their knowledge, confidence and skills to deliver father-inclusive practice, with a focus on the first 1001 days
* Activities are delivered that promote fathers’ positive engagement in services and facilitate peer support amongst fathers
* Fathers are supported to access volunteering, training and paid work.

**About the role**

The fathers worker role will provide expert advice to support best practice and father-inclusive services, with a focus on the first 1001 days. A key part of this will be Supporting Dads to make the transition to parenthood and to build their knowledge of child development, confidence in parenting, and maintaining positive family relationships. Alongside this the fathers’ worker will design a workforce development programme to enhance Practitioners’ confidence, knowledge and skills in delivering father-inclusive practice. Partnership working will be key, to advocate for, and facilitate father-friendly approaches and practice across services and networks. The role will ensure the development of & lead activities that promote positive engagement of fathers in services and activities and facilitate peer support amongst fathers. Importantly supporting fathers with access to volunteering, training and employment, including working alongside the Parent Volunteer & Engagement Manager, Information & Engagement workers and Good Work Camden.

**About you**

A relevant professional qualification is essential as you are planning services, working directly with fathers and delivering training. You will need to demonstrate your experience of leading and delivering projects and activities to support and involve fathers and experience of working with parents and children in a community setting.

* Experience of promoting awareness amongst professionals and parents about the positive impact of father-inclusive practice, taking a creative approach using a variety of methods
* Experience of working collaboratively to influence partners e.g. settings, schools, health services, VCS, council services
* Experience leading and managing innovative projects, reporting on progress and using a wide range of data to evaluate impact
* Experience of empowering dads to identify their own needs, aspirations and goals, and encourage their participation within their community.
* Experience of designing and delivering workforce development programmes
* Knowledge of the political, legal, health and social issues affecting fathers e.g. parental leave, family friendly workplaces, co-parenting, perinatal mental health, inter-parental conflict
* Knowledge of the evidence underpinning prevention and early intervention policy and practice in the early years
* Knowledge and experience of creating and delivering 1-1 and group activities for fathers and making referrals for additional support
* Experience of developing policies and protocols
* Knowledge of child protection and safeguarding policies & practice and working with families with complex needs
* Proficient IT skills and the ability to use Microsoft packages (e.g. Outlook or Word) as well as information management systems e.g. MOSAIC

**Work Environment:**

Working across the borough. Based in children’s centres and working from other community venues. Some work outside of borough e.g. networking.

**People Management Responsibilities:**

No line management. Role works across the service, teams, partners and with parent volunteers to influence policy and practice.

**Relationships:**

Accountable to named Locality Leader. Working across services and partnerships with a range of professional disciplines, organisations and parent volunteers.

**Over to you**

We’re ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we’re supporting people, and we’ll redefine what a career can be. If that sounds good to you, we’d love to talk

**Is this role Politically Restricted?**

This role is not Politically Restricted. Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](http://camdocs.camden.gov.uk/HPRMWebDrawer/Record/8081811/file/document?inline).

**Diversity & Inclusion**

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

**Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn’t.

At Camden we are proud to be one of Hire Me My Way’s inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

**Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG.

**Integrated Early Years Structure Chart**

