

JOB DESCRIPTION			
Job title	Associate Director, Practice and System Impact	Department	Nuffield Family Justice Observatory (FJO)
Job holder	Vacant	Reports to	Director, Nuffield Family Justice Observatory
Job type	Permanent	Date created/amended	October 2019
Job aims	Working with the Director, Nuffield Family Justice Observatory to help shape and develop the observatory and devise creative ways to assure those making decisions that affects the lives of children and families are aware of, and act on, data and evidence.		
Organization Relationships	Reporting to the Director, Nuffield FJO as part of the FJO management team.		
Responsibilities Including but not limited to:			
1.	Strategic Leadership		
	<ul style="list-style-type: none"> To work with the Director and Board as part of the FJO senior leadership team, to shape the overall strategic direction of the Nuffield Family Justice Observatory and to contribute to the wider development of the FJO 		
2.	Practice and Systems Impact		
	<ul style="list-style-type: none"> To lead initiatives that seek to bring about improvements in outcomes for children utilising data and research evidence commissioned or collated by the Nuffield Family Justice Observatory To develop relationships and build the Nuffield Family Justice Observatory's reputation among the judiciary, local government, national government and beyond in order to secure the adoption of new evidence-based approaches To build relationships with other organisations and professional bodies in order to work collaboratively to support behaviour change To work with the Director to identify ways to measure the impact of FJO activity 		
2.	Other		
	This is a new role in a small organisation. The above list of key responsibilities (and associated activities) is not exhaustive, and the role is likely to be reviewed as the organisation develops. 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 and local level to improve the lives of children	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 high-level partnerships to secure change	E
A highly credible reputation with national and local policy makers	E
Degree level education, a professional qualification and experience of practice in a relevant field	D
Knowledge	
Knowledge of the Family Justice and Child Welfare Systems. An in depth 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	E
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. Creative and skilled at problem-solving	E
Ability to work with others and across sectors including social care, judiciary and academia	E
Exceptional leadership, interpersonal skills, communication and networking skills	E
Ability to assimilate complex information and create effective and impactful key messages	E
Ability to work effectively as part of a team, with a flexible approach to helping others.	E