

REGIONAL DEVELOPMENT LEAD NORTH

To apply send a cover letter and CV to info@shiftuk.org before 09:00 am 16th November. Please look at the job criteria at the end of this pack for what we are looking for in the application.

This is an exciting opportunity to join the SHiFT movement as Regional Development Lead for the North, supporting SHiFT's existing Practices in Manchester and Middlesbrough and regional programmes in Tees and Greater Manchester. The role will involve ensuring and overseeing Quality Assurance (QA) and Quality Improvement (QI) for both programmes, holding close knowledge of every child's story, driving the learning-practice loop, and supporting Guides and Lead Guides to embed SHiFT's practice model in the context of children at risk of being remanded into custody. You will spend a large proportion of your time in the Practices, working closely with the Lead Guide ensuring high quality child centred practice, provide targeted training and facilitate reflective spaces and Child and Family Practice Discussions. You will work closely with stakeholders and partner agencies, building connections and influencing changes required to meet programme objectives. The role will require travel around both the North and South of England where required including attendance to SHiFT National team days, training and events.

We especially welcome applicants with experience or knowledge of systemic practice, youth justice, remand, and/or fostering. Knowledge of and location in the North East or Greater Manchester context is desirable. This is a social work qualified role.



Salary	£55,000
Contract	Full time permanent (secondments considered)
Location	Co-located with South Tees YJS and Manchester YJS; regular travel across SHiFT Practices and to SHiFT's London office (Coram Campus, Brunswick Square, WC1N 1AZ)
Reporting to	Head of Place-Based Change (North)
Line manages	No line management responsibilities
Works closely with	SHiFT Tees Team Manager; SHiFT Guides x3 (Tees); GM Operational Lead and Guides; Head of Practices (national); SHiFT's Learning and Impact team
DBS	Enhanced DBS with barred list check required
Start date	Target December 2026

JOIN SHIFT

SHiFT exists to break the destructive cycles that draw children and young people into crime and harm. We work alongside children and young adults up to age 25 whose circumstances are becoming more difficult, not better, and who can benefit most from an intensive, consistent and therapeutic relationship.

We partner with public services to create new ways of working that improve outcomes for children, families and communities while helping systems change from within.

We are now looking for our first Head of Impact: a senior leader who will build a rigorous, credible, and influential impact function that helps us understand what works, improve outcomes, and shape systems reform.

This is an opportunity to create something meaningful: an organisation-wide evidence and evaluation approach that improves lives, strengthens practice and influences national policy.



KEY RESPONSIBILITIES

Practice Quality Assurance and Oversight

- Hold detailed, current knowledge of each child's story and the Guide's work with them across both the Tees and GM programmes
- Provide balanced, specific, and evidence-based challenge to practice in accordance with SHiFT's practice principles and framework
- Identify and amplify excellent practice; identify and address practice that does not uphold SHiFT's principles, escalating concerns to the Head of Place-Based Change promptly
- Utilise your unique position as someone working both inside and outside of an organisation to provide feedback and guide and influence required system changes.
- Ensure safeguarding concerns are escalated promptly and in line with local arrangements across all Local Authorities and Host Organisations we work with
- Use SHiFT's QA/QI framework to identify themes and patterns in practice by bringing these to the Head of Place-Based Change, Monthly Partnership Meetings, and SHiFT's Practice Committee

Child and Family Practice Discussions

- Facilitate or co-facilitate with the Lead Guide the weekly Child and Family Practice Discussions across the Tees and GM programmes using systemic approaches
- Ensure CFPD discussions generate multiple hypotheses and keep the child's experience, not professional process, at the centre
- Ensure SHiFT's Anti-Racist and Anti-Oppressive Practice approach is consistently applied in CFPDs, including naming racial disproportionality in remand decision-making
- Maintain records of CFPD themes and learning and share with the Head of Place-Based Change for reporting

Remand Programme Support

- Support the Head of Place-Based Change in developing the ISS+ model for the Tees remand context, adapting SHiFT's practice framework for court-facing, time-pressured work
- Support the Head of Place-Based Change in developing and maintaining referral pathways with each of the four Tees YJS teams and with courts, working under the direction of the Head of Place-Based Change
- Support Guide induction into the remand context including court processes, bail law, custody suite practice, and bail support plan writing
- Support Guides in understanding and navigating court processes, bail applications, and remand decision-making from day one
- Contribute to scoping work on remand foster care in Year 1, including mapping the existing fostering landscape and supporting learning from the BRICS model

Learning, Evaluation and Influence

- Coordinate programme data collection ensuring Guides are recording accurately and consistently in Salesforce
- Contribute to Ministry of Justice MoJ quarterly data packs and national evaluation returns, working with SHiFT's Learning and Impact team
- Produce Impact Snapshots and contribute to Annual Partnership Reviews for governance bodies, under the direction of the Head of Place-Based Change
- Support the delivery of multi-agency practice development events, and other programme learning activities
- Work with SHiFT's Head of Impact to capture practice learning and case studies and share analysis and learning

Stakeholder and Partnership Work

- Build and sustain trusted working relationships with YJS Managers, courts, police, placement providers, education, health, and community partners across Tees and GM
- Represent SHiFT at the Programme Steering Group and relevant YJ Management Boards where directed by the Head of Place-Based Change
- Build up relationships and learning with national areas leading on remand fostering, custody transitions, and court-based practice
- Support judicial engagement activities alongside the Head of Place-Based Change and the SHiFT Tees Team Manager

PERSON SPECIFICATION

AF = Application · I = Interview

Criteria	Essential / Desirable	Assessment
Qualifications		
Degree level or significant relevant experience in social work, youth work, health, psychology, criminal justice, or equivalent	E	AF, I
Professional social work registration (Social Work England)	E	AF
Systemic practice training or qualification (e.g. Family Therapy, Systemic Practitioner)	D	AF, I
Evidence of continuing professional development	D	AF
Knowledge		
Knowledge of SHiFT's practice model, Breaking Cycles, and systemic/relational approaches	D	AF, I
Knowledge of youth justice legislation, remand processes, and court practice	D	AF, I
Knowledge of adolescent development, trauma, and anti-oppressive practice	D	AF, I
Knowledge of QA/QI frameworks in a practice context	D	AF, I
Knowledge of fostering and/or remand fostering models	D	AF, I
Knowledge of the Manchester and/or North East context : YJS landscape, local systems, regional partnerships	D	AF, I
Knowledge of Salesforce or equivalent case management and data systems	D	AF

Skills and Experience		
Experience of supervising, coaching, or developing practitioners in complex casework	D	AF, I
Experience of facilitating or co-facilitating systemic practice discussions or reflective spaces	D	AF, I
Experience of delivering or supporting intensive, relational work with children in the youth justice system	D	AF, I
Experience of working across multi-agency systems and influencing professional practice	D	AF, I
Ability to produce high-quality written reports, case summaries, and learning outputs	D	AF, I
Experience of working in an anti-racist and anti-oppressive way	E	I
Confident communicator at frontline and strategic level	D	I
Experience of data management, case recording, and contributing to programme reporting	D	AF, I
Experience of setting up or scoping new services or programmes	D	AF, I
Experience of working across multiple local authority areas or in a geographically dispersed role	D	AF, I



HOW TO APPLY

Send a covering letter (maximum 2 sides of A4) addressed to Hilary Dixon, Director of Practice and Learning, and a CV with details of two referees to info@shiftuk.org by 16th November 9am.

Please mark your application 'RDL North'. We will not take up references without your permission. Please include your current notice period.

There will be two rounds of interviews: a virtual staff panel, followed by a face-to-face interview with SHiFT and partners. Dates to be confirmed.

If you have any questions about the role before applying, please contact Carla Morris, Head of Place-Based Change (Carla.morris@shiftuk.org) or Hilary Dixon (hilary.dixon@shiftuk.org)



Find out More

Read more about [SHiFT's work](#).

Listen to interviews with SHiFT Guides and the families and young people they are working with in Greater Manchester [here on BBC Radio 4's Woman's Hour](#).

Read more about the [SHiFT model](#).

