

University of
HUDDERSFIELD
Inspiring global professionals

**Research and Development Manager
(KTP Associate)**

**School of Education and Professional
Development**

Based at: Yorkshire Children's Centre, Huddersfield



The Role

Job Description

This is an exciting opportunity to work with Yorkshire Children's Centre (YCC), and the University of Huddersfield, to research the growing issue of parental conflict (evidence, impact, family support, theory, and practice) and to co-produce solutions for children and families affected by or at risk of parental conflict. This innovative collaboration is funded by Innovate UK through the acclaimed Knowledge Transfer Partnership (KTP) programme.

The post will be responsible for researching, developing and bringing to market innovative training packages and associated resources for a range of professionals working with families. This is an opportunity for someone with ambition, drive and a caring attitude to research, develop and deliver effective solutions for children and families. The Research and Development Manager will shape YCC's research and development agenda, informed by evidence and learning from the project. Based on evidence from the project and working alongside the Children and Family Service Managers at YCC, the Research and Development Manager will transfer and embed knowledge, evidence-based outcomes measures and culture change across YCC.

The post reports to Catherine McKenzie (Head of Children and Family Services, Yorkshire Children's Centre) and Dr Dimi Kaneva (Academic Lead and Supervisor, University of Huddersfield).

Main Duties and Responsibilities

1. To work in partnership with the University of Huddersfield to deliver the outcomes of the KTP.
2. To follow and work to the agreed KTP workplan, making reasonable adjustments where necessary.
3. To build an evidence base of the work already undertaken by YCC with regards to family support and the Child Contact Service.
4. To develop and introduce a framework for the generation and analysis of relevant data about family conflict and its impact on children, young people and their wider circle of influence.
5. To develop practices and interventions that support families experiencing conflict to prevent family separation, transitioning YCC's work into early intervention.
6. To develop frameworks for training programmes and professional toolkits, that can transition into other areas of support YCC offers.
7. To transform YCC's expertise, practice, and knowledge in the area of family conflict into a format that we will be able to package and bring to market.
8. To upskill YCC staff in research methods, with a particular focus on participatory, interactive and child-centred research.
9. To instil new ways of working within YCC's existing delivery teams, encouraging innovation and diversification.
10. To increase YCC's knowledge on the presentation and delivery of evidence-based outcomes of support in the increasingly competitive arena of funding applications and bid writing.
11. To share project achievements and learning in creative ways with other professionals and wider networks, including potential policy influence at local and national level.
12. To increase provision of university student placements in collaboration with the University, within the field of direct work with children experiencing conflict, and as opportunities for students to gain research experience either as part of, or in preparation for final year projects.

Person Specification

The successful candidate will be able to demonstrate the following attributes:

Qualifications

- A Masters degree in a field related to working with children and/or families Or an undergraduate degree in a field related to working with children and/or families, with additional experience gained working in a relevant sector.

Experience

- To have undertaken a substantial research project as part of university study.
- Experience of assessing outcomes through evaluation.
- Experience of team working and development.
- Experience of public speaking.

Knowledge and Abilities

- Knowledge and understanding of research methods, data analysis, project planning and delivery.
- Excellent communication skills: the ability to communicate effectively with colleagues; service users, including children and young people; professionals; university students.
- Team working skills: the ability to develop and maintain positive working relationships with colleagues; service users, including children and young people; and other professionals.
- Knowledge and understanding of the benefits of partnership working and its challenges.
- Analytical skills: the ability to turn research and theory into engaging training materials for different audiences and stakeholders.
- Approachability and flexibility: The ability to engage with service users, including children and young people, through multiple formats.
- IT skills: Good IT skills with experience of using MS Office.
- Organisational skills: a self-starter with the ability to work under own initiative and without close supervision.

Personal Qualities

- Commitment to YCC's values in work approach and behaviours – caring, inclusive, approachable, empowering, trusted.
- Willingness to adapt and learn new skills.
- Must enjoy working with people.
- Commitment to Equality, Diversity and Inclusion.
- Commitment to excellent customer service.
- Demonstrable personal and professional commitment to the University's strategy, vision and values.

Please make sure you tell us how you meet our person specification and provide us with examples of this in your supporting statement on our application form.

Strategy Map

Aims



Values

We will work as a **team** to provide an **excellent** service to all of the **communities** we support.



Equality, Diversity, Inclusion and Staff Networks

The University embraces and celebrates the diversity of our staff, students and applicants and works to ensure University policies, practices, procedures and projects are inclusive. Central to our strategy is inspiring and enabling all our students to succeed and we have committed to eliminating attainment gaps in degree outcomes, student continuation and graduate employment outcomes. ^{about}

We have already embraced a number of initiatives to further support our Equality, Diversity and Inclusion journey. These include:

- Holding the Athena SWAN Bronze Award for gender equality since 2015 and the HR Excellence in Research Award since 2011.
- Stonewall LGBTQ+ Inclusive Employer Silver Award and Top 100 Employers 2023.
- Becoming accredited as a Disability Confident Employer.
- Signing up to the Race Equality Charter.
- The University supports staff and students through the provision of EDI networks and support from external organisations and charters to build and maintain an inclusive community.
- The University has a number of staff networks which include the following:
 - LGBTQI+ Staff Network
 - BAME Staff Network
 - Staff Disability Network
 - Women's Staff Network
- Our staff networks provide an opportunity for staff who share a protected characteristic to network, obtain peer support and share information.
- Further information on the staff networks detailed above can be found on our [Equality, Diversity and Inclusion web pages](#).



Terms and Conditions

- This post is offered for a fixed term period of 24 months and is full time (35 hours per week).
- The salary for this post is £32,000 - £34,000 per annum, plus a training allowance of £2,000 per annum.
- Annual leave entitlement is 25 days per year, plus 8 Bank Holidays.
- Enrolment into the local government's career average revalued earning pension scheme is automatic.
- Should you have any queries about working at the University, or any of the terms and conditions of employment stated above, please contact HR@hud.ac.uk

Further Information

A Knowledge Transfer Partnership (KTP) is a three-way project between a graduate, a commercial organisation and a University. Graduates are recruited to deliver strategic projects within the organisation, whilst being supported by academic experts from the partner University.

Participating in a KTP project can help graduates to enhance their career prospects by providing them with an opportunity to deliver and manage a challenging project, which allows them to use their degree, and is central to an organisation's strategic development and long-term growth.

Through this project, the 'KTP Associate' plays a key role in managing and implementing strategic development in an organisation and transferring knowledge between it and the University.

Whilst the graduate owns the KTP project, they are supported by experienced staff from the organisation and the University. They are also assigned a KTP Adviser, who is able to advise them on maintaining good working relationships within the Partnership how to plan their professional development in broad terms.

Further information can be found [here](#).



Working at the University of Huddersfield

When you join our team, you'll have access to a wide variety of staff benefits, ranging from wellbeing initiatives and staff networks, to support for your personal development.

Wellbeing

At Huddersfield, we believe that our workforce is our greatest asset, and so the health and wellbeing of ALL our staff is a priority.

The University is accredited by the Workplace Wellbeing Charter, the national accreditation standard that recognises an organisation's commitment to improving the lives of those who work here. This accreditation demonstrates our commitment to creating a culture that values health and wellbeing.

Personal and Professional Development

You will have access to a wide range of development opportunities to support you. Please take a look at our People and

Organisational Development web pages where you can find more details.

Employee Benefits and Discounts

You can take advantage of a wide variety of employee benefits, ranging from salary sacrifice schemes to retail discounts from local companies.

Campus Facilities

Although we enjoy a town centre location, our campus has a canalside location and many green spaces to enjoy. We have a range of delicious food outlets on campus, and access to gym, swim and fitness classes through our ActiveHud membership and benefits. If you drive to work, on appointment you can apply to join the waiting list for our chargeable University car parks.

We're based in the town centre which means we have easy access to local supermarket and shopping facilities.



How to Apply

If you would like to discuss this opportunity further or have any questions about the role, please contact Dr Dimi Kaneva via email: d.kaneva@hud.ac.uk

Closing date for applications is: 11.59pm on 30th October 2023

Reference: R7354

Interviews are expected to take place on Thursday 23rd November 2023

