

Community Consultant Early Years (Grade 10)

In Kirklees we want to be innovative and creative in the way we work to deliver our services with communities. Investing in relationships with those communities is at the core of what we do. We want to meet changing and challenging times with better and smarter ways to work.

In focusing our efforts on early learning and support, we will understand and act on local data and intelligence to support private, voluntary and independent childcare providers (PVI) to maintain sustainable, high quality, inclusive and accessible provision.

We will facilitate partnership working between providers and other services/agencies with an offer for young children and their families (e.g. health, community groups); so that all young children and their families, particularly those that are vulnerable are able to access the support and services they need to so, inequalities are reduced at the earliest opportunity and young children have the best start in life and are ready to learn when they start school.

The Job

This job is about working with PVI providers, local partnerships and networks in ways that work for them to raise outcomes for young children and to reduce inequalities.

You will help build the conditions to support those working across the early year's sector to secure effective relationships and partnerships which give young children the best start in life.

You will be delivering on statutory duties and new council priorities through building on the existing strengths and assets of PVI providers and their workforce to support them and their partners to build capacity and sustainability.

Community Consultants will be the key interface between the Council, PVI providers and their partners – and be the catalyst for developing practical collaboration at community level to facilitate them to better support vulnerable young children and their families.

Working well with partner agencies will be key. You will develop and use early year's networks to secure continuous quality improvements in the sector

Through your local knowledge, you will be able to provide an insight into the early year's sector that other services may not have.

Job Checklist

RE: supporting continuous quality improvement of early learning provision

Community Consultants will work with PVI providers and other services and partners to:

- Undertake coaching conversations with providers to identify their own plans to access the support they need to continuously improve the quality of their provision.
- Broker and facilitate relationships between PVI providers and partners to facilitate a self-improving system
- Be responsive to emerging needs in settings e.g. ensuring sufficiency or supporting safeguarding and/or compliance issues
- Advise providers concerning the Early Years Foundation Stage guidance to support compliance and standards
- Undertake targeted interventions and support, working within the Early Years challenge and support strategy

RE: facilitating the connectivity between the PVI sector and the rest of the early years system

Community Consultants will work with PVI providers and other services and partners to:

- Undertake coaching conversations with providers to identify their intention to connect with the wider system to secure the access they need to services which support vulnerable children and families.
- Work in an inclusive multi-agency environment
- Grow the capacity of the early years workforce to become more self-sustaining
- Communicate local early learning priorities through data intelligence which will enable providers to develop effective interventions to raise outcomes, especially for the most disadvantaged children.
- To support providers with transition in and between Early Years settings

Please click [here](#) to see your responsibilities related to safeguarding ●

The Person

We need our employees to be driven to achieve the best, to be hard working, respectful and thoughtful to each other and our customers and to be creative, wherever they work.

As a naturally collaborative coalition builder you will be able to attract and support a wide variety of individuals and partners to work together for maximum impact sharing resources and delivering together in a variety of settings.

You will be able to work in an agile way, responding to need. You will provide personalised, flexible and responsive support to help providers and communities work together to improve early years outcomes for children.

Your excellent interpersonal and communication skills will allow you to communicate confidently and clearly to a variety of audiences. You will be skilled in building relationships, collaborations and partnerships with individuals, their families, communities and networks in a culturally sensitive way.

You will be innovative, thoughtful and creative – someone who is willing to think differently about how to respond to an issue with limited resources, to try different approaches or to work with partners to get the best outcomes.

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

We also expect you to promote and role model the Council's Expectations of a New Council employee within the organisation. This role is at level 2. To find out more about Council Behaviours and Expectations please click [here](#) and click on the tab "Working for Kirklees".

Person Checklist

- Experience of working within early years services
- Relevant degree level qualification in early years/health/social care or demonstrable working experience
- Ability to facilitate and maintain effective working relationships with colleagues, providers and within partnerships
- Ability to influence and develop relationships and professional respect within multi-agency environments
- Ability to be creative in personal practice and through encouraging and enabling others in solution-focused approaches
- Curious and up to date with early years practice at a local, national and international level
- Knowledgeable and understanding of the issues affecting local and diverse communities
- Analytical in approach to the evaluation and delivery of practice and commitment to evidence-based methodologies
- Ability and aptitude to measure and track outcomes
- Working knowledge of the Early Years Foundation Stage and relevant government legislation
- Understanding of learning and early support and ability to translate this into operational practice
- Ability to effectively support and challenge providers
- Ability to produce high quality, client-focused written materials and reports
- To be an effective communicator with a variety of audiences
- Committed to continuous professional development.
- Ability to use IT systems and programmes to interpret local information and to work effectively with council-based systems
- Effective time management skills
- Due to the nature of working with communities and individuals, an enhanced DBS check will be required, and undertaking safeguarding training
- Willingness to work flexible hours, including evenings and weekends.
- Ability to travel to various locations

This Role Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.

For Recruitment Purposes: In order to be considered for this role you will need to show how you meet the requirements of the job and criteria as listed under 'the person' & 'person checklist'.