Name of Vacancy: **Frontline Graduate Programme**

Salary: £20,000-34,000

Working hours: Full time

Contract type: Permanent

Closing Date: 11th December 2020 – may close before that if location becomes full.

Locations: Across UK – including Somerset

Body of the advert:

**No child’s life chances should be limited by their social or family circumstances.**

Our mission is to create positive social change for children who do not have a safe or stable home. We do this by developing excellent social work practice and leadership. Our Frontline Graduate programme supports outstanding candidates to become incredible social workers and join a movement for change in social work and broader society.

From the very first day of your two-year placement, you will have a measurable impact in your local community, making a real, positive difference to society through your work.

You will gain skills in leadership, conflict resolution, creative problem solving and relationship building that will help you thrive in this dynamic, challenging and rewarding role. The abilities you develop will open doors to a wide range of social impact careers inside social work and beyond.

**The Frontline programme offers:**

* The chance to earn as you learn with a bursary of up to £20k in year 1 and a salary of up to £34k in year 2.
* An intensive five-week summer institute to kick start your journey.
* Professional qualification as a social worker after year 1.
* Dynamic teamwork on real cases supported and led by an experienced social worker.
* An opportunity to work in partnership with organisations and professionals in health, education, the criminal justice system and beyond to bring about positive change.
* Entrance to the Frontline Fellowship after the programme: a movement of outstanding leaders working to create social change for disadvantaged children and families.
* Placements across England

**What we’re looking for:**

Throughout our selection process, we will assess your ability to become an outstanding children’s social worker against our competencies:

**LEADING WITH SOUND JUDGEMENT:**Analysis and adaptability, Leadership

**COMMITMENT TO WORKING WITH CHILDREN AND FAMILIES:**Motivation, Self-awareness, Resilience

**WORKING WITH PEOPLE:**Effective communication, Empathy and relationships

Social work is an intellectually demanding job.

As a training provider, Frontline are required to adhere to the requirements set by Social Work England (SWE) as well as the Department for Education (DfE) and our university partner. Frontline therefore requires you to meet the following criteria to apply to the programme:

* Grade C or above in GCSE English Language (or equivalent qualification)
* Grade C or above in GCSE Maths (or equivalent qualification)
* 2.1 or higher in an undergraduate honours degree (predicted or obtained) OR a 2.2 in an undergraduate honours degree (predicted or obtained) plus a level 7 (e.g.. master’s degree) qualification
* Be eligible to reside and study in the UK for the duration of the programme. You must be a resident in England before the programme commences
* Competence in spoken and written English

**The selection process:**

STAGE 1 SELF-ASSESSMENT ACTIVITY

An interactive online exercise designed to give you further insight into social work to see if this is the right career path for you.

STAGE 2 REGISTRATION + APPLICATION FORM

You’ll need to demonstrate your commitment to the Frontline mission and your experience of working well with others by answering competency-based questions.

STAGE 3 ONLINE TEST

An opportunity for you to respond to realistic, social work-related scenarios. You’ll need to demonstrate your ability to understand information and to use logic to solve complex problems.

STAGE 4 VIDEO INTERVIEW

This provides another chance to share your motivation for working with children and families and demonstrate your communication skills.

STAGE 5 ASSESSMENT CENTRE

A half-day session where you experience and navigate real social work situations and meet care leavers. This is also a final opportunity to establish if this is the right career path for you and if you’re a good fit for Frontline. There’s more detail about the selection process on our website. Search: Frontline social work.

STAGE 6 PRE-EMPLOYMENT CHECKS

If you successfully pass the assessment centre stage, you will need to meet a number of eligibility and suitability requirements before being made an offer for the programme. These include verification of your qualifications and right to work status, references, health/conduct checks and a DBS check.

Once pre-employment checks are completed, our team will work to identify a placement for you with one of our local authority partners.

More information on both our selection process and our competencies can be found on our website.

If you have any queries or concerns, please contact the recruitment team at recruitment@thefrontline.org.uk

We are looking for graduates who can bring different perspectives and experiences to the programme and who are committed to advocating for the diverse communities social workers serve.

If you really want to make a difference, then we want to hear from you.

**Applications are now open for our 2021 Frontline programme.**

Find out more and apply here:

<https://thefrontline.org.uk/apply-2021/?utm_source=CVS%20Centre%20Advertising&utm_medium=Job%20Advert&utm_campaign=2021%20Recruitment>