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Practice Development Advisor (Contextual Safeguarding)

Department	Children and Young People's Centre for Justice		
Faculty	Faculty of Humanities and Social Sciences (www.strath.ac.uk/humanities/)		
Staff Category	Knowledge Exchange	Reference No	851180
Reports To	Deputy Director	Grade	8
Salary Range	£48,337 - £59,390	Contract Type	Fixed Term (24 months)
FTE	1	Closing Date	15/11/2026
Working Arrangements	Hybrid. The standard requirement across the University is that at least three days per week (based on 1FTE) will be spent working on-site (with flexibility as appropriate).		
Work Location	Lord Hope Building, John Anderson Campus		



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Job Advert

The Children & Young People's Centre for Justice (CYCJ) is looking to recruit a full-time Practice Development Advisor to lead on Contextual Safeguarding across Scotland. The post is for someone with expertise in developing, supporting and understanding safeguarding outside the home; for children, young people and adults who require support and protection.

The post holder will lead on awareness raising across leadership on the extent and impact of extra-familial harm; develop Scottish-specific guidance aligned with existing guidance, legislation and policy; work in partnership to develop a suite of learning and development materials and resources and support the development of a dataset to understand the extent of extra-familial harm in Scotland.

As part of the Practice Development team, the post holder will work well within a team, leading on Contextual Safeguarding as well as supporting colleagues to deliver on the strategic priorities of the CYCJ.

Close links will be made with all partners who are involved in contextual safeguarding in Scotland, to co-facilitate training and embed Scottish Government policy across Scotland.

This post will initially be funded for two years. Secondments are welcome.

About CYCJ

CYCJ works towards ensuring that Scotland's approach to children and young people in conflict with the law is rights-respecting, contributing to better outcomes for our children, young people and communities. We produce robust ground-breaking work by bringing together children and young people's contributions, research evidence, practice wisdom and system know-how to operate as a leader for child and youth justice thinking in Scotland and beyond.

Children and young people are at the heart of all our activity, although one of our key mechanisms for change is by supporting policymakers and practitioners.

Job Description

Brief Outline of Job:

This post will join the Practice Development workstream within CYCJ, providing national leadership on the development of contextual safeguarding across Scotland. This role focuses on developing a national framework for contextual safeguarding, delivering Contextual Safeguarding training and supporting the Scottish Network to bring Scottish specific knowledge and provide an influencing role with the wider public sector in Scotland. It will specifically support taking

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forward some of the Local Area Interest Network survey recommendations so that children, young people and adults requiring support and protection are more effectively protected from extra-familial harm. The post holder needs to be flexible and adaptive to working in partnership, and to the changing needs and dynamics of children and young people and adults requiring protection in Scotland. This post reports to the Deputy Director within the Children and Young People's Centre for Justice.

Main Activities/Responsibilities:

1. In partnership, develop a national framework for contextual safeguarding in Scotland.
2. Lead on the development, management and implementation of Contextual Safeguarding by writing, delivering and embedding a suit of resources which will support a wide range of Scottish practitioners, working with children, young people and adults who require protection.
3. Support the Scottish Contextual Safeguarding Core Group, the Scottish Local Area Interest Network and the Contextual Safeguarding Champions Group.
4. Lead work to understand the scale of extra-familial harm in Scotland and raise awareness to support the understanding of the impact of extra-familial harm.
5. Work with partners, including the Global Centre for Contextual Safeguarding, to support the national co-production / adaptation of processes, practices and structures that the workforce requires to implement Contextual Safeguarding successfully in Scotland.
6. Develop and lead a practitioners' forum as part of the CYCJ Forums to support practitioners across Scotland.
7. Ensure effective communications internally and externally through networks, written reports, publications, web-site and a range of media/social media outlets; liaise with Local Authorities, Scottish Government and other relevant organisations and professional bodies to promote the work of the CYCJ and ensure all project deliverables are achieved.
8. Work in partnership with CYCJ colleagues to communicate and engage with all stakeholders to promote practice development across Scotland, specifically ensuring that the views and experiences of children, young people and their families are considered.
9. Assess and evaluate outcomes of the contextual safeguarding project and activities and in collaboration with colleagues, reflect on practice and processes to inform the development of new initiatives to improve embedding contextual safeguarding across Scotland.
10. Contribute to the detailed reporting of CYCJ activities to enable activity and impact reporting of work within the practice work stream and wider sector to the relevant governance body and funders.

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11. Promote and support the mission, vision, values and principles of governance of CYCJ and by personal example and quality of contribution, promote a culture across the sector of reflective, evidence- based practice.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E.1 A social work degree or PhD or equivalent professional qualification plus significant relevant experience in managing risk / developing, supporting and understanding safeguarding outside the home.

Essential/
Desirable

Assessment
Method

Essential

App/CV/
Interview

D.1 Relevant post graduate qualification or equivalent relevant experience.

Desirable

App/CV/
Interview

Experience

E.2 Relevant and recent knowledge and experience of Contextual Safeguarding with children, young people or adults who require support and protection in Scotland and ability to be flexible and adapt to changing needs.

Essential

App/CV/
Interview

D.2 Recent knowledge and experience of the criminal justice and/or youth justice sector.

Desirable

App/CV/
Interview

E.3 Knowledge and understanding of relevant Scottish Government legislation and policy areas and the complexities of effective implementation.

Essential

App/CV/
Interview

D.3 Experience of managing politically sensitive or complex policy and practice situations.

Desirable

App/CV/
Interview

D.4 Experience in managing knowledge exchange projects and leading on knowledge exchange proposals.

Desirable

App/CV/
Interview

Job Related Skills and Achievements

E.4 A strong track record of supporting and influencing the work of others through a range of workforce development and knowledge exchange activities, such as delivering training.

Essential

App/CV/
Interview

E.5 Demonstrable track record in defining, implementing and managing programmes of activities across a diverse and complex environment including planning and monitoring resources.

Essential

App/CV/
Interview

E.6 Demonstrable strong track record of leading on and working with a range of stakeholders at all levels within and across sectors.

Essential

App/CV/
Interview

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E.7 Experience of service evaluation.

Desirable

App/CV/
Interview

Personal Attributes

E.8 Excellent relationship management skills including strong negotiating and conflict resolution skills.

Essential

App/CV/
Interview

E.9 Excellent oral and written communication skills, particularly in presenting information on complex or sensitive issues.

Essential

App/CV/
Interview

E.10 Track record of success in leading and managing multiple areas of activity.

Essential

App/CV/
Interview

Other Relevant Factors

D.5 Flexible approach to work and the ability to be responsive and adaptable within dynamic environment.

Desirable

App/CV/
Interview

Application Procedure

Applicants should visit Strathclyde's vacancies portal and complete an online application form including the name of three referees who will be contacted without further permission, unless you indicate you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

University of Strathclyde encourages the recruitment of disabled and neurodivergent candidates. If you need any reasonable adjustments during the recruitment process, please let us know. You are welcome to submit a paper application or a CV instead of the online application form by contacting us at humanresources@strath.ac.uk.

Interviews

Formal interviews for this post will be held on Thursday, 26 November 2026

The University is a Disability Confident Employer and operates a guaranteed interview scheme for disabled candidates who meet all the essential criteria for the post that they are applying for.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

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Informal enquiries about the post can be directed to Ranald McTaggart, Deputy Director. Ranald.mctaggart@strath.ac.uk

Conditions of Employment

Conditions of employment relating to the Knowledge Exchange staff category can be found at: [Conditions of Employment](#).

Rewards and Benefits

Our comprehensive benefits package, including generous annual leave, family-friendly benefits, flexible work options, and a commitment to continuous learning, reflects our appreciation for the valuable contributions of our colleagues.

We understand that each staff member has unique priorities and lifestyles, so our diverse benefits ensure there is something for everyone, details of which can be found on our [Rewards and Benefits webpage](#).

- **Financial Rewards:** We provide attractive financial packages, including competitive salaries, relocation support for employees and a generous pension scheme, with university contributions of 14.5% for USS.
- **Work-Life Balance:** We are dedicated to enhancing healthy work-life balance for our employees. We offer generous annual leave, an additional annual leave purchase option, flexible and agile work arrangements.
 - Annual Leave: Generous entitlement of 31 days, in addition to 11 public holidays and University closure days.
 - Additional annual leave purchase: Option to request purchase of 2 weeks' additional annual leave per year.
 - Flexible and agile working: The University provides flexible work arrangements. You can request arrangements that fit you and your role, such as hybrid, part-time, compressed hours, term-time, adjusted shifts, staggered hours. These requests can be made from the first day of your employment.
- **Family Friendly Benefits:** We offer a variety of enhanced family-friendly benefits to support our employees in balancing work and family responsibilities. These include Maternity Leave, Paternity/Maternity Support, Adoption Leave, Shared Parental Leave, Parental Leave, Carers Leave and support, Family Friendly Research & Scholarship Leave, and access to our on-campus nursery.
- **Career Development:** Our commitment to personal development is reflected in initiatives such as professional courses, subsidised educational programs, coaching and mentoring, leadership development, secondment opportunities, and access to our library.
- **Health & Wellbeing:** We place high importance on the safety, wellbeing, and health of all our staff and offer discounted Strathclyde Sport membership, an Employee Assistance Programme (EAP), Occupational Health Service, and Cycle to Work scheme.
- **Recognition Awards:** At Strathclyde, we place a strong emphasis on acknowledging and rewarding our staff's commitment and exceptional contributions. This is demonstrated through our Long-Service Awards and our Values-based Strathclyde Medals.

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PVG Check

This position involves regulated work, making it a legislative requirement that the successful candidate becomes a member of the Protection of Vulnerable Groups Scheme. If appointed, employment with the University will not be confirmed until membership of the Scheme has been received. The successful applicant will be precluded from working with protected groups until that time.

Pre-Placement Health Screening

If you are offered a job with us, you'll be encouraged to let us know about any disability, medical condition, or neurodivergence you have by completing a confidential pre-placement health questionnaire. Completing the questionnaire is entirely voluntary but by doing so we can put in place the right support and make any reasonable adjustments before you start.

Probation

Where applicable, the successful applicant will be required to serve a 9 month probationary period.

Pension

The successful applicant will be eligible to join Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the [Relocation Policy](#).

Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and

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flexible working culture with a deep commitment to our [equality, diversity and inclusion charters, initiatives, groups and networks](#).

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

The University currently holds an Athena Swan **Silver award**, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.

In delivering **our People Strategy**, we will contribute, act, and make decisions guided by these values.

- **People-oriented:** committed to our staff and students, providing opportunities, and investing in their development.
- **Bold:** confident and challenging in what we do, and supportive of embracing appropriate and managed risk in our decision-making.
- **Innovative:** focused on discovering and applying knowledge with impact and encouraging creative thinking and new ideas.
- **Collaborative:** working together, with our colleagues and external partners, with integrity and in an open, respectful way.
- **Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners.



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