

JOB DESCRIPTION

Job Title: Research and Practice Improvement Intern		JE Ref: JE001
Department: Education, Skills and Community Wellbeing	Band: 8	Location: Hybrid working, Council office base to be determined, with travel throughout Dumfries and Galloway as required.
Responsible To:	Executive Director, Education, Skills and Community Wellbeing (or nominated senior manager).	
Responsible For:	No direct line management responsibility	
Job Purpose:	This Research and Practice Improvement Internship will support Dumfries and Galloway Council and the Corporate Parenting Partnership to translate research findings into meaningful improvements in policy and practice for Care Experienced Children and Young People. The postholder will undertake policy analysis, develop evidence-based recommendations and support workforce learning and improvement activity. Working closely with senior leaders, practitioners, partners and young people, the role will ensure that young people's voices, lived experiences and aspirations directly influence future corporate parenting policy, practice and service development. The postholder will contribute to strengthening the Council's commitment to The Promise and improving outcomes for Care Experienced Children and Young People across Dumfries and Galloway	
Main Responsibilities:	• Support research-informed improvement across the Corporate Parenting Partnership. • Analyse research evidence and translate findings into practical recommendations for policy and service development. • Ensure the views and experiences of Care Experienced Children and Young People inform improvement activity and decision-making • Support workforce learning, self-evaluation and continuous improvement activity across services. • Work collaboratively with partners and stakeholders to improve outcomes for Care Experienced Children and Young People. • Produce high-quality reports, presentations and briefing materials that support evidence-based decision making.	

Job Activities:	Policy and Research • Analyse research evidence relating to care experience, youth transitions, employability and corporate parenting. • Review Council policies, strategies and practices against research findings and national policy expectations. • Develop evidence-based recommendations to support future planning and service improvement. • Support the integration of young people's views and experiences into policy development and self-evaluation processes. Engagement and Participation • Work collaboratively with Care Experienced Children and Young People to ensure their voices remain central to improvement activity. • Facilitate opportunities for young people to contribute to service evaluation and development. • Promote participatory, rights-based and relationship-based approaches to engagement and decision-making. • Workforce Development • Support the design and delivery of professional learning activities for staff and partners. • Develop resources, training materials and reflective practice tools. • Facilitate workshops, professional discussions and improvement activities. • Encourage self-evaluation and reflective practice to establish a baseline for future improvement work. Partnership Working • Work across the Corporate Parenting Partnership including education, children's services, social work, housing, youth work and employability services. • Build and maintain effective relationships with colleagues, stakeholders and partner organisations. • Present findings and recommendations to a wide range of audiences. • Reporting and Evaluation • Produce reports, briefing papers and presentations for senior leaders and partners. • Monitor and evaluate improvement activity and impact. • Contribute to identifying, sharing and promoting effective practice.
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	• Maintain accurate records and comply with Council policies and procedures. General • Promote equality, diversity, inclusion and children's rights in all aspects of work. • Contribute to the Council's ambition to deliver high-quality services and improved outcomes for communities. • Undertake any other duties reasonably associated with the post.	
Performance Management	<i>The job activities listed are not exhaustive and may be added to or amended consistent with the job purpose.</i> • To manage your own performance and any staff you may be responsible for in accordance with the Council's values of Customer First, continuous improvements, openness and honesty, local decision making and team working. • To achieve the agreed performance targets detailed in the work plan and contribute to performance appraisal activities. • To manage your own performance in compliance with all Codes, Regulations and procedures including Code of Conduct, Health and Safety and Governance. • To manage risk, promote risk awareness and prioritise work in light of the risk analysis. • To actively commit to the Council's equality and diversity vision statement and associated policies that promote fairness and equality and celebrate diversity, in dealing with colleagues, clients and service users. • To take all reasonable measures to limit carbon emissions and reduce energy/ resource consumption when undertaking work activities.	
Prepared by:	Alison Chambers	Date: 7/8/26