

Development Lead, Iriss

Job title	Development Lead
Reports to	Head of Resources
Salary grade	33/34
Salary	£38,988
FTE	1.0
Working pattern	Home/hybrid (co-working in Glasgow)
Duration	Fixed term contract (12 months)

About Iriss

Iriss supports people, workers and organisations to make social work and social care support work better through evidence based innovation. Iriss is a charity that works across Scotland and our principal funder is the Scottish Government.



About the role

The Development Leads in Iriss design and deliver high quality and effective projects that have relevance to the social work and social care sector. Directed either by sector or policy priorities, and working with a range of partners, our work aims to make support work better for both workers and people.

Our Development Leads come from a wide range of backgrounds including research, systems thinking, social work/care practice, community development, and design. What they have in common is a drive to support positive change and an ability to take a project through from initial idea to completion and product development.

Main activities

- Working with partners to develop and design projects and programmes using the broad parameters of our **innovation approach**.
- Developing and delivering engaging workshops and facilitated discussions, both online and in person.
- Delivering projects to overall time and budget, using the right project management approach for the task.
- Developing and maintaining good relationships with key people and organisations relevant to the project.
- Taking a flexible approach to managing projects, considering partner pressures and the changing context in which we work.
- Identifying learning from projects, workshops, and programmes through effective capture during sessions, post-session reflection and wider discussion.
- Synthesising a range of types of evidence and knowledge to draw practical conclusions and develop useful products for the sector.
- Contributing to the development of Iriss' positions on key social policy issues through knowledge synthesis and discussion with colleagues.
- Working with communications and digital colleagues to produce a range of outputs from project work. These might be written, video, audio, an online course or something else.
- Being part of the Iriss team through participating in monthly team sessions, 1:1 support meetings, project and organisational level planning.
- Contributing to funder and other reporting as required.

Who we are looking for

We are looking for someone who really wants to change the social work and social care system for the better. This role would suit someone with the following **qualities**:

- **Innovation and change:** You are confident in supporting people, teams or groups to make change happen. You are confident using a range of methods and approaches to doing this, bespoke to the situation.
- **Curiosity and listening:** You are curious about social work and social care and how it could be made better. You listen and attend to what workers and people tell you about their experience and use your expertise to help them solve the problems they face.
- **Analysis and synthesis:** You enjoy using evidence, knowledge, data, and information and ideas to create practical resources and programmes that will make a difference.
- **Working in a team:** We are a small, busy team that works hard to make best use of everyone's skills.
- **Learning and development:** You should be a confident problem solver and able to learn new skills, methods and approaches.
- **Diplomacy and customer focus:** We want everyone who comes into contact with Iriss to have a good experience. You are the kind of person who takes pride in doing excellent work and supporting others.

You will have **skills and experience** in:

- Working confidently with a range of types of knowledge including academic research; practice wisdom; lived experience; and policy literature.
- Facilitating groups and designing workshops, including confident facilitation in online environments.
- Writing clearly and persuasively.
- Synthesising project activities and identifying learning into readable, usable resources for people working in social work and social care.
- Project development in areas where 'the right answer' is unclear, contested or unknown.
- Using the standard MS Office suite (or equivalent) in a work or study environment.

You will have **knowledge** of:

- Research and evidence use.
- Facilitation techniques and approaches.
- The social work and social care sector.

A typical week in the role

In a typical week in the role, you might be doing the following:

- Working with a colleague, analysing outputs from a series of discussions, and deciding on the range of product(s) needed from what you have learned.
- Working with the Iriss CEO to develop an evidence-informed response to a social care consultation.
- Meeting with the Scottish Government to help shape a piece of research related to social work in Scotland.
- Spending time reading academic research and other literature in preparation for designing a new project.
- Doing an in-person facilitation with a social work team to help them think through what they want to make better about their systems and processes.

Core Iriss competencies

Everyone who works for Iriss is expected to achieve the following competencies. You might find this helpful when writing your covering letter.

Teamwork	Uses the right relational approach to work with others to deliver activities.
Planning and organising	Plans and organises work effectively to meet deadlines and manage time well.
Motivation	Focuses effort to achieve positive results, including the ability to work autonomously.
Flexibility	Understands and responds to change in the organisation and is solution orientated.
Initiative	Generates ideas and takes action to solve problems.
Judgement	Makes decisions with the information available and determines priorities.
Creativity	Uses creative thinking and practices to solve problems.
Communication	Is articulate and engaging with a keen attention to detail.
Diplomacy	Ensures everyone that comes into contact with Iriss has a good experience and presents themselves professionally.

How to apply

Please send us a copy of your CV (maximum two sides of A4) and a covering letter to sam.ella@iriss.org.uk with the subject line 'Recruitment - Development Lead'. Applications close at noon on the 16th of April 2025.

Your letter should include how your skills, experience and knowledge meet the key activities and 'who we are looking for' sections above.

We will ask you for two references (one must be your most recent employer) at the interview stage.

Access requirements

If you have any access requirements for your interview let us know in your form so we can make sure these are in place for you on the day.

Timings

- Applications close at 12 noon on Wednesday 16th April 2025.
- Notification of call to interview on Friday 18th 2025.
- Interviews (online) on Thursday the Monday 28th of April 2025 with Stuart Muirhead (CEO) and Ellen Daly (Head of Programmes).
- Notification of interview outcomes by close of business Wednesday the 30th of April 2025.