

# Role Description

## Chapter Member – Specialise



### Practice Advisor (Early Years & Education Delivery)

This role sits within the Specialise Chapter and is supported by the Chapter Lead.

**Salary range:** £31,720 - £36,000  
**Step B, Chapter Member Main**

**Hours:** Up to 35 hours per week

**Location:** Home-Based

**Contract:** Permanent

**Disclosure Level:** Basic

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#### About the Specialise Chapter

The Specialise Chapter are a team of diverse and passionate specialists who share knowledge and lived experience with colleagues across the organisation and with external partners.

Through collaboration, we aim to influence strategy, decision-making and inclusive practice, championing deaf children and achieving the greatest impact for them and their families.

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#### About the role

As a Chapter Member at the National Deaf Children's Society, you'll be in a Chapter of like-minded and skilled colleagues. Chapters are self-organising, and every member has a vital role to play, sharing their skills, knowledge and experience and learning and developing together. Led by the Chapter Lead, all Chapter Members will value and respect each other's contribution and learn and develop collaboratively.

You will play a crucial role in providing expert advice and practical support on EY and education practice ensuring families and professionals have access to high-quality resources and guidance.

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#### What a day in the life of a Practice Advisor might look like:

##### *Inbox & Casework Catch-Up*

You begin by reviewing new queries from colleagues. One parent is unsure about the support their deaf child should receive in nursery. You respond with tailored advice, referencing best practice and our Deaf Friendly resources.

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### *Resource Review Session*

You meet with the Create team to update our Early Years toolkit. You suggest adding guidance on inclusive play strategies, flag outdated sections, and propose a new resource for practitioners based on feedback from our community.

### *Media Briefing*

You help the comms team respond to a media query about early years inclusion, highlighting NDCS's position and offering to act as spokesperson if needed.

### *Resource Planning Workshop*

You join a cross-team workshop to plan new materials for families and practitioners. You advocate for content that reflects Family-Centred Early Intervention (FCEI) principles, is widely accessible, and suggest involving families in co-design.

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## **Who are you?**

- Qualification as a Teacher of the Deaf (ToD) or equivalent experience working directly with deaf children and their families in early years and education settings.
- A hands-on expert in deaf education, especially in the early years
- Confident in offering clear, compassionate advice to colleagues and families
- Skilled at turning best practice into practical, accessible resources
- Collaborative and experienced working across teams and sectors
- Grounded in real-world experience and focused on what works for families
- Passionate about improving outcomes for deaf children
- Curious, reflective, and committed to continuous learning
- Ready to be a go-to voice on early years and education practice at NDCS

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## **What will be in your toolkit?**

- Qualification as a Teacher of the Deaf (ToD) or equivalent experience working directly with deaf children and their families in early years and education settings.
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### What will you bring?

- A can-do attitude and focus on achieving positive outcomes.
- Willingness to share thoughts, skills, knowledge, and experience.
- An open mindset, embracing new concepts and ideas.
- Natural collaboration skills, coupled with clear communication.
- Capability to adapt within a changeable environment.
- Desire to learn agile principles, and to thrive within an agile project environment.
- Strong digital skills (Microsoft 365)
- Ability to learn from mistakes and unafraid of failure.
- Enthusiasm for giving and receiving continual feedback.
- Passion for continuous improvement - reflecting on progress and performance.

# Person Specification

Practice Advisor (Early Years & Education Delivery)



National  
Deaf Children's  
Society

Essential Criteria		How it is measured
<i>A – Application    I – Interview    T – Test or Presentation    Q – Qualification</i>		
1.	Qualification as a Teacher of the Deaf (ToD) or equivalent experience working directly with deaf children and their families in early years and education settings.	A/Q
2.	Strong understanding of child development in deaf children, particularly around language and communication needs.	A/I
3.	Keeps up to date with best practice, research, and the evidence base, ensuring work is informed by current knowledge and developments in the field.	A/I
4.	Proven experience supporting families and professionals in early years environments, including nurseries and early education settings.	A/I/T
5.	Provides expert advice on casework and practice issues, including inclusive provision and early intervention, with a strong understanding of how legal and policy frameworks apply to practice.	A/I
6.	Skilled in developing practical resources and guidance for families, practitioners, and colleagues.	A/T
7.	Experience working collaboratively with internal teams and external partners, including Teachers of the Deaf and community organisations.	A
7.	Knowledge of Family-Centred Early Intervention (FCEI) principles and how they apply in real-world practice.	I

Desirable Criteria		How it is measured
<i>A – Application    I – Interview    T – Test or Presentation    Q – Qualification</i>		
1.	Knowledge of inclusive early years practice, including play-based learning and accessible environments.	A/I
2.	Understanding of national education policy and how it impacts deaf children and early years settings.	A
3.	Confidence in using digital tools to create, share, and maintain resources.	A/T
5.	Strong digital skills and a sound understanding of agile values and principles.	A/I
6.	BSL Level 1 or above or working towards BSL level 1 or above.	Q