



## Early Years Health Lead

### Job Description

|                                   |                                                                                                                                                                                                                                                                                                                                  |
|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Division</b>                   | Programme areas                                                                                                                                                                                                                                                                                                                  |
| <b>Team</b>                       | Middlesbrough and Redcar and Cleveland                                                                                                                                                                                                                                                                                           |
| <b>Reports to</b>                 | Programme Director Middlesbrough and Redcar and Cleveland                                                                                                                                                                                                                                                                        |
| <b>Direct Reports</b>             | None                                                                                                                                                                                                                                                                                                                             |
| <b>Key relationships</b>          | Internal: Early Years Education Lead, Parent Outreach & Engagement Lead, Parent Connectors, Learning & Impact team.<br>External: Local health professionals such as health visitors, midwives and GPs                                                                                                                            |
| <b>Working location</b>           | Community based – this role is both community-based across Middlesbrough and Redcar and Cleveland, with the ability to work from home as agreed with your manager. There may also be occasional travel to other programme sites (currently Stoke-on-Trent and West Dunbartonshire) or travel to our London or Edinburgh offices. |
| <b>Hours</b>                      | Full Time                                                                                                                                                                                                                                                                                                                        |
| <b>Duration</b>                   | Permanent<br>We would also be open to a discussion around secondment to this post. If this is something you would like to explore, please discuss with your line manager in the first instance.                                                                                                                                  |
| <b>Competency Framework level</b> | 3                                                                                                                                                                                                                                                                                                                                |
| <b>Date Prepared</b>              | August 2026                                                                                                                                                                                                                                                                                                                      |

## **Thrive at Five Introduction**

Thrive at Five's vision is a society where every child can thrive and achieve their potential. Our mission is to help children develop strong foundations for life and learning, in and alongside communities where families face the most challenges.

We work in Stoke-on-Trent, Redcar & Cleveland, Middlesbrough and West Dunbartonshire.

Our goal, everywhere we work, is to achieve long-term, sustained improvements in children's developmental outcomes. In England, one of the ways we measure this is through the proportion of children reaching a Good Level of Development by age five.

Our work is rooted in place and built on long-term partnership. We commit to working with and for communities to build trust, embed change and support sustainable improvement. Alongside delivery, we capture learning from each place to develop a practical, experience-informed playbook that supports wider system improvement.

## **Purpose of the role**

The Early Years Health Lead will work primarily with local health professionals such as health visitors, midwives, perinatal infant mental health teams and GPs to ensure that the potential for children to reach positive developmental outcomes is maximised. The Early Years Health Lead will be responsible for building relationships across services in the South Tees and will be working closely with partners to support the roll out and delivery of the Best Start in Life and Healthy Babies strategies.

This role will lead the process to co-design workstreams to enable the high-quality implementation of evidence-based interventions with our partners,

as well support the evaluation of these in collaboration with the Learning & Impact team.

**Graeme Nicholson, Advanced Public Health practitioner– Children and Young People:**

*“Tackling health inequalities is crucial to giving as many children as possible the best start in life. Working in this role for Thrive at Five offers the opportunity to build relationships with local health professionals and develop lasting support in communities in both Redcar and Cleveland and Middlesbrough. If you want to make a difference to local people’s health and wellbeing, we’d love to hear from you. ”*

**Key accountabilities**

**Relationship building**

- Support the Programme Director in building excellent relationships with key decision makers related to the early years and maintaining these relationships to ensure we can deliver successful and impactful partnerships.
- Work with key external stakeholders to create understanding and buy in to Thrive at Five’s vision including understanding of our model and workstreams.
- Work in partnership with health professionals to build strong and trusting relationships through regular meetings with key stakeholders.
- Build, manage and sustain working groups to ensure local stakeholders are empowered to fully participate in and take co-ownership of workstreams developed in partnership with Thrive at Five.
- Ensure that working groups include representation from all parts of the health system.
- Act as an ambassador for Thrive at Five at local, regional and national events.

**Designing and supporting the implementation of workstreams**

- Work in partnership with key stakeholders within health settings to co-design sustainable workstreams which support better outcomes for children in line.
- Ensure workstreams reflect insights from the discovery phase, using Thrive at Five's playbook to support this process while taking into account local context and what is already being delivered.
- Work in collaboration with key stakeholders to support high quality implementation and evaluation of these workstreams, including working closely with the Learning & Impact team to ensure data and lessons learned from evaluation are used to further improve practice.
- Support the Programme Director and local stakeholders to strengthen local practice across settings, helping to bring in relevant external expertise to ensure local best practice is shared.

### **Strategy and implementation**

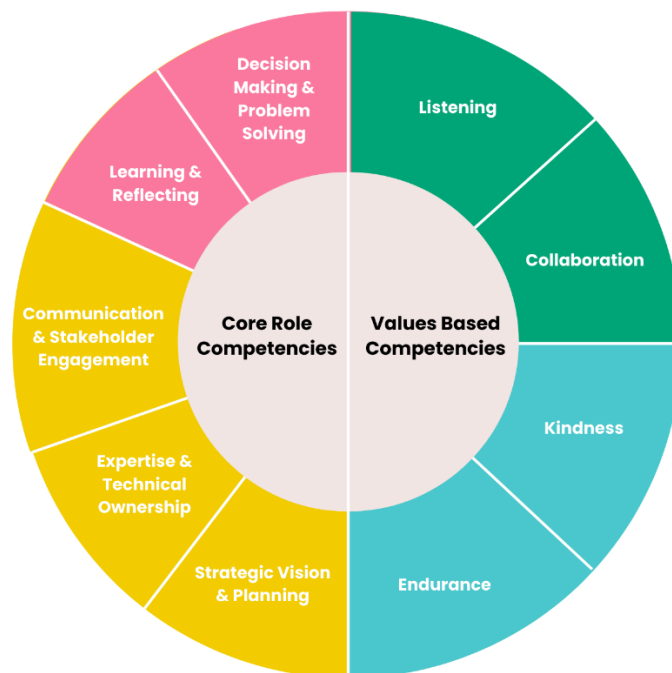
- Support the Programme Director to collaborate with Central teams and ensure strategy, implementation and evaluation plans are developed for all workstreams, ensuring relevant sign off processes are followed.
- Contribute to the ongoing development of the Thrive at Five Playbook, sharing lessons learned, including challenges encountered.

### **Policies, Procedures and Compliance**

- Be familiar with, and comply with all organisational policies, procedures and guidelines.
- Promote and support initiatives that contribute to a healthy and safe working environment for all employees, contractors and visitors.
- Ensure compliance with Health and Safety policies and legislative requirements.

Other duties may be reasonably assigned to this position in consultation with your manager.

## **Competencies**



## **Qualifications and Experience**

- Relevant health qualification (such as nursing or midwifery) at undergraduate level or significant relevant professional experience such as in nursing. We would also like to hear from people who have significant transferable experience.

## **Knowledge and Skills**

- Ability to work confidently with professionals in the health sector and in relevant health settings.
- Ability to build effective relationships with stakeholders within early years in target wards.
- Sound knowledge of early years development and the frameworks that support it.

- Experience of facilitating and convening partners around shared goal and of overseeing projects that require stakeholder management across different levels and organisations.
- High levels of empathy, passion and care for those in the community.
- Excellent written and verbal communication skills and the ability to communicate with different groups of people.
- Excellent organisational skills.
- Alignment to our organisational values.
- Digitally savvy with skills in Microsoft 365.

**Who you are**

Passionate about supporting and making changes across the current South Tees partnership, for children aged 0-5 in the most deprived areas.