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| DCC Logo 09 Outl B&WRole Profile  Section 1 | | | |
| **Job Title** | Practice Lead Children in Care Service | **Service** | Children and Young Peoples Services |
| **Grade** | £83 424 | **Service Area** | Children’s Social Care |
| **Reporting to** | Head of Children’s Social Care | | |
| **Politically Restricted** | The Council has designated that this post is not politically restricted in accordance with the requirement of section 1(5) of the Local Government and Housing Act 1989 and by regulations made from time to time by the Secretary of State | | |
| **Disclosure & Barring Service** | This post is subject to Enhanced Disclosure | | |
| **Purpose of the job:**  The post holder is responsible for supporting the current Head of Service in providing strategic leadership, and agreeing the priorities, policy and direction of the Children in Care Service aligned to Corporate and Service priorities. They will contribute to the wider corporate and service senior leadership teams and will lead by example in terms of embedding the vision, values and behaviours of the council. They will assume a corporate remit as appropriate and will engage with other service areas to achieve better outcomes for the council.  In line with our aspirations and ambitions for our children in care and care experienced young people, the post holder will provide strategic leadership and continue to improve and develop services which promote high quality care and excellent outcomes for our children and young people. The post holder will provide additional senior leadership for the management, continual improvement, innovation and expansion of a range of connected and inter-dependent services for children in care. In addition, the post holder will have responsibility for the delivery of key aspects of the Local Authority’s sufficiency duties. | | | |
| **Key Result Area – Corporate**   * To drive organisational change and the transformational agenda by championing the organisational benefits and seeking to embed the application of the council’s core values of People Focused, Outcome Focused and Innovation and Empowerment which are built around a ‘One Council’ ethos. * To strengthen and develop the culture of the council and promote the implementation of a ‘One Council’ approach. To support and seek out collaborative opportunities across the service, within the wider council and with appropriate partners.   **Key Result Area – Leadership**   * To provide clear and visible leadership in a positive working environment. * Contribute to the overall plan for the service, taking the lead role and advising on specialist areas of responsibility. * Manage corporate and service projects and initiatives of varying complexity ensuring that the standard project management methodology is properly utilised. Provide opportunities for employees by encouraging cross-service and matrix working.   **Key Result Area – Service Delivery**   * Ensure service delivery is maintained in line with the corporate service design principles and establish the most effective level of service delivery attainable within the resources available. * Develop and embed demand-side customer driven service design (‘outside-in’). * Establish effective workforce planning arrangements which support medium to long term service delivery and take into account not only the human resource factors, but ties this into overall strategic plans, financial and budget considerations, environmental issues and legislative requirements/regulations and governance. | | | |
| * Contribute as appropriate in the identification of commercial opportunities that can modernise service provision, improve service delivery and deliver MTFP savings options.   **Key Result Area – Generic Management**   * Manage employees, relevant budgets and team/individual performance in accordance with council procedures and objectives. * Use workforce planning data to inform the appropriate interventions for employee development and encourage progressions, as appropriate. * Establish effective lines of communication and build working relationships with the team based around trust and empowerment. * Effectively engage with the team/individual employees to make decisions within the remit of their work, to challenge appropriately and to think ‘outside the box’ in terms of improving service delivery. * Lead by example in relation to continuous professional development. * Actively encourage and lead by example in terms of smarter working initiatives and promote the use of technology to maximise productivity and service delivery. * Ensure, as far as reasonably practicable, the health, safety and well-being of yourself and others within the workplace, including building levels of resilience and instigating interventions as appropriate. * Ensure principles of equality and diversity are embraced and underpin all work for employees and service users.   **Key Result Area – Job Specific**   * Take strategic leadership responsibility for the development, continual improvement and delivery of the full portfolio of services to children in care and care experienced young people to ensure they are fully protected, cared for and provided with a positive future. * Develop and implement the council’s strategic response to placement sufficiency and ensure the efficiency and availability of placements for children, whether in council services or externally commissioned * Provide a critical interface between commissioned services and operational services to ensure a joined up approach to the provision of services for children and young people in care. * Manage the overall budget associated with the portfolio of responsibilities. * Support the Agency Decision Maker (ADM) functions across the service * Ensure systematic and meaningful engagement with children and young people which support continual improvement of services. * Take strategic leadership responsibility for and inspire transition planning for children and young people across the service with corporate colleagues. * Provide senior management oversight and support to the Head of the Regional Adoption Agency on behalf of the RAA Governance Board * Support ADM functions within the service. * Lead on key strategic areas of responsibility within the service to improve outcomes for children and young people. * Responsible for meeting the statutory requirements of a regulated service and meeting the requirements of regulations including Ofsted. * Work with statutory inspection agencies on an ongoing, proactive basis. * Ensure the development and delivery of actions to achieve continued service improvement, in line with council priorities, national standards and regulatory requirements. * Lead the development and implementation of quality assurance of operational services, including service audits, service standards, compliance management and service review. * Contribute to the work with the Corporate Parenting Panel of the council. * Responsible for presenting as required to the Overview and Scrutiny Committee. * Deputise for the Head of Service as required.   The above is not exhaustive and the post holder will be expected to undertake any duties which may reasonably fall within the level of responsibility of the post, as directed by the Head of Service. | | | |

Section 2

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|  | **Corporate** | **Service** | **Method of Assessment** |
| **Qualification** |  | * Professional Social Work Qualification * Degree in related field * Management qualification or willingness to undertake this within the first two years of being in post | * Application form * Selection process * Pre-employment checks |
| **Experience** | * Experience of implementing and managing change and business transformation, proactively pursuing continuous improvement * Experience of successful strategic management and the formulation and delivery of strategic objectives, plans and policies * Proven ability to manage a significant budget and meet financial efficiencies * Working with Members and Senior Officers, advising on specialist areas of responsibility * Strategic level planning and people management, including motivation, engagement, empowerment, performance management and development * Experience of managing complex projects and matrix management * Experience of implementing and delivering partnership working with both internal and external partners | * Significant Senior management experience in children and families social work * Securing and managing external funding * Managing diverse multi-disciplinary teams * Developing and successfully implementing strategic plans * Performance management * Demonstrable impact on improving outcomes for children | * Application form * Selection process * Pre-employment checks |
| **Skills and Knowledge** | * Project management, business transformation and change management skills * Ability to think analytically, strategically and creatively and to influence and manage change across management and professional boundaries * Understand and promote the application of digital technology to support and enhance service delivery * The ability to identify and exploit commercial opportunities for the benefit of the community and the council * Understand and apply the ‘One Council’ ethos and the values which underpin it * The ability to delegate effectively * Understand the strengths, motivations, aspirations and areas for development within the team and use this information to build resilience, manage talent and form positive working relationships built on trust which will empower, challenge and develop the team * Understand what constitutes good workforce planning and establish effective workforce planning arrangements which support medium to long term service delivery * Understand and apply the service design principles to ensure the most effective level of service delivery is maintained within the resources available * Problem solving and budget setting skills * Understanding of LEAN methodology * Political and cultural awareness and an understanding of the political context and environment of Local Government * Strong communication and presentation skills * Knowledge and understanding of Local Government statutory requirements | * National and local agenda for the safeguarding of children and safeguarding young people * Management systems and techniques * Understanding of delivery through partnerships * Lead and managing change in a large service. * High level problem solving, financial control and organisation skills * Systems leadership * Inspection regimes/processes * Special education needs * Knowledge of relevant legislation, national occupational standards, statutory frameworks, good practice and government policy initiatives | * Application form * Selection process * Pre-employment checks |
| **Personal Qualities** | * Professional in approach * Strategic thinker * Personal commitment * Flexible approach to work * Well organised and self-motivated * Resilient with strong self-awareness |  | * Application form * Selection process * Pre-employment checks |