

JOB SUMMARY

Post Title	Service Director - Childrens Social Care						
Job Family	Leadership	Pay Range	17	Line Manager to others?	Yes	Role profile ref	HOS01
Service Area	Childrens Social Care						
Line Manager	Strategic Director of Childrens Services						
Location	County Hall/Agile						

Job Purpose

Lead, plan and deliver the Council's Childrens social care services that support and underpin the successful customer focused delivery of corporate priorities and outcomes, managing relationships and developing partnerships with school leaders, politicians, and other relevant stake holders.

Provide strategic leadership and direction, operational management, and financial control for the Childrens social care service areas including:

- Early Help and Family hubs
- Children and Safeguarding Team (CAST)
- Resilience Around the Family Team (RAFT)
- Children with Disabilities
- Children in Care
- Strategic Development and Commissioning
- Youth Offending Services
- Children's social care services delivered on behalf of the Council by Hampshire County Council through buy back arrangements e.g. School improvement, Education Psychology, Out of Hours.

Providing senior professional leadership, advice, guidance, and development for Childrens social work and social care practice across the directorate and partners.

Ensuring that the statutory duties of the council in relation to Childrens social care services (as defined in the Children Act) are delivered to the highest standard.

Job Context

- Provide highly effective leadership and management to shape and deliver Children's social care services.
- Ensuring effective long-term planning to delivery positive outcomes for Island children and young people. Provide an extensive range of services to meet the requirements of children, families and carer's who have special needs and to fully integrate the service across Children Services Directorate.
- Design, develop, and lead the business strategy to effectively deliver Childrens Services and associated outcomes for our community. Undertake all necessary consultation with stakeholders across the service, councillors, and our partners and the community ensuring all understand the vision and are engaged.
- Provide effective leadership and control on the implementation of all relevant policy, systems, contracts, processes, performance criteria, standards, governance frameworks, and procedures. Ensure internal and external reporting requirements and ensure compliance with legislation, regulations, and council policy.
- Ensure that planning, monitoring, and reviewing is consistent with the corporate framework, and drives improvements in the quality and efficiency of service provision.
- Ensure work is undertaken within a framework for high performance working which drives continuous improvement in efficiency, quality, and standards.
- Work with partner agencies in order to provide the highest quality services, efficiently and quickly; ensure children are safe and protected and have the benefit of education to the highest standards.
- Promote the wellbeing of children and young people, preventing them being at risk and providing appropriate support for those who are.
- Ensure budget planning, expenditure and monitoring is in accordance with Hampshire County Council's standards and financial resources are used to achieve high quality, effective and efficient services and provide value for money.
- Continuously review the resources and performance required, and ensure the appropriate systems and processes are in place to provide an effective and efficient service.

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- Ensure that the right organisational structures, performance measures, development opportunities, and appropriate systems and processes are in place in order to achieve an organisational culture in which employees are motivated and fully able to meet the requirements of their role.
- Lead on the directorates workforce strategy that ensure development and delivery of new ways of working and best practice activities are embedded across Children’s Service. Develop and implement effective workforce plans, internal talent management arrangements, and learning to ensure the future talent pipelines.
- To put in place and maintain efficient and effective partnership arrangements between services for children and young people on the island.
- Work with partners to develop and implement systems which ensure that strategy and plans work to the benefit of children and young people.
- Develop and implement effective communication and engagement plans with children, young people, families, carer’s, stakeholders, and partnership agencies so that there is a high level of understanding of roles and delivery of high-quality services.
- Ensure all statutory responsibilities contained in the Children Act and other relevant legislation are met, delivering successful outcomes for the benefit of children and young people.
- Implement and monitor the council’s risk management policy, identifying and taking mitigating actions relating to high-risk areas in relation to operational, financial, and political issues.
- Responsible for advising the Strategic Director, Cabinet Member and Council on the development of best professional practice in Childrens social work and social care.
- Promote and safeguard the welfare of children and young vulnerable people that you are responsible for or come into contact with.
- Provide leadership in risk management, emergency response and business continuity both corporately and as part of your directorate, being available for response rotas as required.
- Deputise for the strategic director. Supporting the strategic director in providing overall strategic leadership to the directorate and internal and external meetings, as necessary.

Knowledge, Skills, and Experience

Role Profile requirements.	Job specific examples. (If left blank refer to left hand column)	Essential	Desirable
Significant relevant experience of managing a service / professional expertise area in a large public sector organisation (preferably local government).	<p>Significant relevant experienced senior manager with extensive and relevant senior management experience in a large and complex organisation, including strategy and policy development, and management of operational services at a senior level.</p> <p>Social Work England registered qualified social worker having gained extensive experience as a senior manager managing a range of social care services.</p> <p>Demonstrated ability to analyse highly complex issues where material is conflicting and drawn from multiple sources and able to act upon incomplete information, using experience to make inferences and decisions.</p> <p>Worked within a complex and changing environment, providing clear objective advice, to gain outcomes which benefit children and young people and achieve the objectives of corporate and service aims.</p> <p>Substantial experience of leading and managing a Childrens social care service in a large local authority, including leading through inspection.</p>	E	
Substantial experience of service planning and delivery.	Evidence an in-depth knowledge of services and substantial experience of service planning and delivery at a corporate and directorate level.	E	

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	Developed innovative ideas, delivery models and approaches which align with corporate objectives.		
Extensive knowledge of local government and wider sector / external influences.		E	
Extensive and comprehensive knowledge and understanding of the service area; the requirements, systems, policy, practices, procedures, legislation, and major issues facing it.	<p>Thorough understanding of best practice and issues impacting on wellbeing of children and young people and the relevant legislation, including the Childrens Act.</p> <p>Experience of implementing national policy changes and national guidance changes.</p> <p>Experience of developing policies, guidance, and procedures to ensure consistent practices are designed and implemented to improve outcomes.</p>	E	
Proven track record of effectively managing significant budgets and ensuring the delivery of services within agreed resources.	<p>Strong demonstrable financial management skills, with ability to adapt, within a changing financial landscape.</p> <p>Evidence of a proven track record for budget setting and management, to monitor and ensure compliance, identifying forecasting and reporting cost pressures.</p> <p>Developed and driven delivery of services as agreed in service plans across short-, medium- and long-term priorities.</p> <p>Demonstrates sound commercial awareness and business acumen.</p>	E	
Proven ability to identify standards and performance requirements for own and partner organisations and deliver effective performance management.	<p>Successfully worked within a performance management framework which links individual performance to organisation aims.</p> <p>Experience of working closely with Regulators in relation to ongoing performance and quality of services.</p> <p>Assess and evaluate business risk and take effective action sensitively and effectively.</p> <p>Strong analytical thinking and problem-solving skills.</p>	E	
Significant experience of leading and sustaining partnerships both internally and externally.	<p>Evidenced ability to establish and maintain highly effective working relationships with internal and external partners including other Directorates, NHS providers, independent sector providers.</p> <p>Demonstrates highly effective influencing skills in order to work within shared budget limits and achieve outcomes.</p>	E	
Authority and credibility to work effectively in a political environment establish positive and productive relationships with stakeholders and engage successfully with colleagues, partners, and customers.	<p>Politically astute at all levels in the organisation, and significant understanding of the political environment in which a local authority, partners, and other stakeholders operate.</p> <p>Represented the Directorate, and lead discussions where contentious issues may be discussed e.g. attendance at Cabinet and Scrutiny Committees – providing high quality written reports and presentations.</p> <p>Able to ensure outcome-based delivery is achieved through political and stakeholder consensus and effective communication</p>	E	
Excellent interpersonal and communication and presentation skills, with proven ability to communicate effectively and persuasively to a wide	Highly developed communication and interpersonal skills, demonstrated through a proven track record for achieving change and improvement. Demonstrate strong	E	

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range of audiences both horizontally and vertically throughout the organisation.	emotional intelligence and resilience. Demonstrable ability to manage challenging and extremely sensitive situations involving significant negotiation, persuasion and influencing skills.		
Proven track record of managing major projects and policy development.	Able to lead the work with commissioners and consultation processes to achieve the introduction of new services and change across the island and portfolio. Substantial & successful experience of effectively managing large projects/ programmes.	E	
Proven track record of success in delivering major organisational change.	Experience of identifying priority areas for improvement and making recommendations through governance frameworks and formal business planning routes. Experience of playing a key role in leading and managing large scale organisational and culture change, gaining employee engagement and commitment, and achieving the desired results.	E	
Proven leadership ability, with evidence of developing a multi - disciplinary team approach, managing staff, inspiring confidence, encouraging, motivating, and influencing others.	Demonstrates highly developed leadership skills, with ability to provide effective leadership to maximise staff morale, motivation, and commitment to achieving agreed objectives. Demonstrates ability to be responsible for all aspects of people management within the identified team structures for the portfolio and service areas. Experience of managing and developing multi-disciplinary teams. Able to support career development and effective succession planning.	E	
Proven ability to think innovatively and conceptually and deliver against this.	Evidence of ability to think laterally and creatively and turn this into deliverable solutions.	E	
Evidence of enthusiasm, drive, commitment, and energy demonstrated in achieving goals.		E	
Resilient and positive in spite of setbacks.	Demonstrates self-awareness, emotional intelligence, and resilience.	E	
Qualifications			
Role Profile requirements.	Job specific examples. (If left blank refer to left hand column)	Essential	Desirable
Educated to degree level or equivalent standard in relevant disciplines	Degree in social work or equivalent relevant qualification	E	
Post graduate qualification may be required or ability to demonstrate equivalent ability.	e.g. leadership and management or able to evidence equivalent and substantial experience	E	
Relevant professional qualification	Fully Qualified Social Worker, Registered with Social Work England	E	
Other Requirements			
May be required to work out of normal working hours for call out, member committees and emergencies, as and when required.			
Maintain professional knowledge and expertise in own field, ensuring that continuous professional development is undertaken for yourself and the team			
Able to travel to mainland meetings if required			

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