# Role Profile Section 1

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| **Job Title** | Strategic Manager – Children’s Safeguarding and Professional Practice | **Service** | Children & Young People’s Service |
| **Grade** | Competitive Salary | **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 providing strategic leadership for social work practice improvement; quality assurance and front-line delivery of services to vulnerable children and young people across Children’s Social Care Services. They will carry the role of Principal Social Worker for Children’s Social Care. The post holder will be responsible for leading work to support and enhance high quality social work practice across the whole system and embedding a culture of learning and improvement which puts children and families at the centre. They will set the priorities, policy and direction of the teams under their remit (Independent Reviewing Officers; Local Authority Designated Officer; Service Improvement; Social Work Academy) aligned to Corporate and Service priorities. They will work closely with colleagues across the wider council in policy and performance and workforce development to drive improvement in children’s services. They will form strong links to the LSCB and contribute to multi agency safeguarding arrangements. They will contribute to the wider service area management team 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. |

## 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;
* Lead on embedding a culture of learning, innovation and professional responsibility and ensure the views of children and families are central to service improvement; service delivery and planning.
* Carry the role of Principal Social Worker, providing professional leadership to social workers and promoting the highest standards of professional practice whilst representing the voice of social work across the council. Ensure that corporate managers and lead members are afforded political oversight of the quality of social work practice.
* Contribute to the overall plan for the service, taking the lead role and advising on specialist areas of responsibility;
* Lead key quality improvement and quality assurance activities which supports the delivery of high quality services that lead to improved outcomes for children and families;
* Ensure continuous improvement against local and national frameworks and best practice
* Represent the Corporate Director and Head of Service at key partnership meetings;
* Manage corporate and service projects and initiatives of varying complexity ensuring that the standard project management methodology is properly utilised and projects are delivered on time and within budget.
* Engage positively with Elected Members in the delivery of service transformation initiatives;
* 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 statutory and legislative requirements and establish the most effective level of service delivery attainable within the resources available through identification and delivery of innovation and service transformation ensuring key statutory requirements of the Local Authority are delivered;
* 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 in to 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

* Lead work to support and enhance high quality social work practice across the whole system and embed a culture of learning and improvement;
* Introduce and deliver the Quality Improvement Framework and lead on quality improvement initiatives across the service, working with managers and practitioners to embed quality into all processes and practice service-wide based on national regulatory frameworks;
* Lead on audit, improvement planning and monitoring of standards
* Identify gaps in provision and areas for improvement within Children’s social care and analyse and interrogate performance data and learning to enable service improvement
* Ensure that the service is continually cited on the experiences of children and young people in receipt of services and lead on strategies to ensure that their views and feedback are central to service improvement; service planning and delivery
* Carry out comparative analysis of service provision and quality with other local authorities to identify best practice models
* Provide professional leadership, advice and guidance to social work professionals through the role of principal social worker and ensure that the workforce is appropriately knowledgeable, skilled and cited on evidence based and best practice
* Provide a strategic link to the Regional Teaching Partnership to ensure high quality training and professional development opportunities
* Oversee the effective management and functioning of the Independent Reviewing Service, ensuring compliance with statutory guidance and the delivery of best practice which leads to improved outcomes for children and young people living in County Durham and assures compliance of the Local Authority with statutory legislative and regulatory requirements;
* Be responsible for a range of other county wide functions including the Service Improvement Team; and the Allegations Management function (responding to allegations that involve individuals who work with children in any organisation as required by Working Together 2018) .
* Develop and enhance multi agency partnership working and contribute to the multi agency safeguarding arrangements within the local area.
* Deliver high quality services for all children and families ensuring that standards linked to safeguarding and best practice are met alongside key responsibility for ensuring successful outcomes according to national regulatory frameworks
* Represent Children’s Services in local, regional and national projects, such as Regional Peer Audit Programme and the principal social worker network.
* Contribute to cross-service, corporate and partnership working groups and partnerships and develop effective joint working arrangements with health colleagues; Schools, Police, Voluntary and Community Sector, and Elected Members.
* Directorate cover to discharge the duties of the Director of Children’s Services on the Out of Hours Emergency senior management rota for children and adult services.
* Deputise for the Head of Service and Corporate Director as required.
* Advise and support Corporate Management Team, Lead Members and Senior Politicians in matters relating to quality of frontline social work practice,

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** |  | * Final professional qualification in Social Work;
* HCPC Registration
* Degree in related professional area
* MBA or management qualification
 | * Application form
* Selection process
* Pre-employment checks
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| **Experience** | * Substantial experience of implementing and managing change and business transformation, proactively pursuing continuous improvement;
* Substantial 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;
* Substantial experience of managing complex projects and matrix management;
* Substantial experience of implementing and delivering partnership working with both internal and external partners.
 | * Extensive experience of the practice and management of children and family social work at a senior level
* Substantial experience of managing people and teams
* Experience of managing complex change within a children’s services environment;
* Knowledge of Ofsted Frameworks and experience of work within regulated service provision
* Experience of effective engagement of children and services users to ensure the Voice of the child is reflected in service plans and developments
* Leadership in a complex organisational environment;
 | * Application form
* Selection process
* Pre-employment checks
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|  |  | * Substantial experience of performance monitoring, review and planning;
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| **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;
 | * High level knowledge of safeguarding practice and procedure.
* Knowledge of current research and evidence based practice in relation to children’s services
* Knowledge of contemporary models, theories and best practice that underpin excellent social work practice
* Knowledge of national policy framework in respect of children’s services
* Knowledge of safeguarding and regulatory frameworks;
* Knowledge of the ethical standards and values of the regulatory body
 | * Application form
* Selection process
* Pre-employment checks
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|  | * 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.
 | * Ability to analyse complex information and data to achieve results and drive improvement;
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| * Ability to work under pressure and meet deadlines;
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| * Ability to work autonomously and on own initiative with minimal direction;
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| * Excellent time management and delegation skills.
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| * Knowledge of corporate governance arrangements and the constitution of the Council in relation to Children’s Services.
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| **Personal Qualities** | * Professional in approach;
* Strategic thinker;
 | * Child focused
* Commitment to excellence
* Commitment to continuous learning and improvement
 | * Application form
* Selection process
* Pre-employment checks
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|  | * Personal commitment;
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|  | * Flexible approach to work;
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|  | * Well organised and self-motivated;
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|  | * Resilient with strong self-awareness.
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