

Person Specification

Please note that it is absolutely essential that in your application you give evidence or examples in each of the appointment criteria listed under Part One of the Person Specification. It will also be helpful if you explain your motivation for, and interest in, apply for this post. At interview, these responses will be further developed and discussed along with the elements in Part Two of the Person Specification.

Post: Service Manager
(Children's Social Care)

Ref: HaySM1

Part One – shortlisting criteria

Experience

- Previous management experience of social workers within a statutory social work setting, including issues such as absence management, underperformance and continuing professional development
- Experience of successfully managing service change and development with evidenced outcomes for children, young people and families
- Experience of working collaboratively and innovatively on a multi-disciplinary basis with demonstrable service improvements as a result of the post holder's involvement

Skills, Knowledge and Aptitude

- Qualified Social Worker holding current registration with the HCPC
- Detailed knowledge of legislation, guidance, best practice and current trends in Children's Social Care
- Able to demonstrate the ability to strategically plan and deliver a high quality, outcome-focussed social work service whilst translating this into policy, procedure and processes that are easily understood and usable
- Demonstrable track record of standard setting for staff including expectations, timescales and establishing clear lines of responsibility and accountability
- Able to influence, motivate and empower others to build effective teams, relationships, trust and appropriate challenge within a multi-disciplinary setting
- Demonstrable commitment to be an active participant of a teaching and learning organisation
- Able to manage and deliver innovative service solutions within budget and within timescale

- Personal and professional demeanour which generates credibility and confidence amongst service users, Members, senior management, employees and other stakeholders

Part Two – to be explored further at interview

Skills, Knowledge and Aptitude

- Able to make sound and complex decisions in high pressured, fast paced conditions, striking a balance between speed and depth of thought.
- Evidence of setting and upholding high quality practice standards, instilling a strong sense of accountability in staff for the impact of their work on the lives of children and families.
- Able to develop and support confident and skilled practitioners that provide excellent social work services to children and families by establishing a workplace culture that promotes learning, reflection and the acceptance of accountability.
- Evidence of an open and collaborative leadership style which values the contribution of others and motivates and enables them to achieve their potential and make a difference
- Able to think strategically and politically, analysing key policy, performance and financial information to respond to complex issues and develop the best services for children, young people and their families.
- Able to be creative and innovative in delivering service priorities with a clear commitment to the values at the heart of how services and outcomes are delivered
- Excellent communication skills and critical influencing skills that can engage and facilitate collaborative working with a diverse range of audiences
- Personal and professional credibility with all stakeholders including service users, staff, partners, providers and elected members that inspire confidence in the Council
- Strong business acumen with well-developed financial and risk management skills and a track record of transformation of services to deliver improved value for money and more efficient ways of delivering outcomes
- Commitment to improving the safety and wellbeing of children and young people, engaging and supporting families and communities in order to do so

Disposition

Displays a personal commitment and leadership approach to delivering the Council's values of:

- Fairness
- Co-operation

- Liberating
- Accountable
- Forward Thinking
- Confident
- Leadership

Special Requirements

- Regulated Activity DBS Check
- Able to work whatever hours are reasonable and necessary