

## Person Specification

Please note that it is absolutely essential that in your expression of interest 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 applying for this post. At interview, these responses will be further developed and discussed along with elements in Part Two of the Specification

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**Post:** Principal Adviser Children's Social Care

**Ref:**

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### Part One

#### Experience

1. Track record of senior leadership in Children's Social Care including operational delivery.
2. Experience of leading on strategic and / or policy developments, including collaboration across services, partners, elected members and key stakeholders.
3. Experience of influencing or delivering local and national social care policy and strategies.

#### Skills, knowledge and aptitude

4. Demonstrates co-operative values and ways of working as well as experienced in challenging and persuading others to understand the benefits of this way of working.
5. Developed technical, professional and legislative knowledge and understanding of national policies, statutory requirements, relevant frameworks and accountabilities relating to Children's Social Care, including in at least three of the following:
  - Child protection and safeguarding;
  - Fostering and Adoption;
  - Recruitment and retention;
  - Operations;
  - Quality assurance and audit.
6. Able to work effectively in a political environment with a high degree of political awareness and sensitivity, providing clear professional advice and rationale.

7. Established regional/national networks of influence which can be harnessed to support the work of the council and relevant local / regional partnerships.
8. Knowledge of key providers, partners and stakeholders across all aspects of Children's Social Care and track record of working across a range of internal and external stakeholders to build consensus and support improvement initiatives
9. Able to lead and manage change whilst maintaining consistency with department and corporate values and ethics, working with uncertainty and ambiguity and developing appropriate relationships with staff and managers
10. Up-to-date knowledge of innovative and best-practice approaches to social care practice: including but not limited to systemic practice, restorative practice, signs of safety.
11. Demonstrable experience of business planning and project management.

## **Part Two**

### **Skills, knowledge and aptitude**

12. Able to build an evidence-base to support decision-making on complex issues, including use and analysis of best practice and financial information, commissioning new evidence where required.
13. Able to be creative and innovative in delivering outcomes with a clear commitment to child-centred best practice.
14. 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.
15. Excellent written and oral communication, presentation and critical influencing skills that can engage and facilitate collaborative working with a diverse range of audiences.
16. Open and collaborative leadership style which values the contribution of others and motivates and enables them to achieve their potential and make a difference, with a commitment to being part of a cohesive leadership team.
17. Personal and professional credibility with all stakeholders including colleagues, partners, providers and elected members that inspire confidence amongst stakeholders.

### **Disposition**

17. Displays a personal commitment and leadership approach to delivering the values of:

- Fairness
- Cooperation
- Liberating
- Accountable
- Forward Thinking
- Confident
- Leading

**Special Requirements**

18. Able to work whatever hours are reasonable and necessary.