

Service Improvement Lead – Children in Care Children's Social Care

Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

- Recognised Social Work Qualification, e.g. CQSW, CSS, DipSW, Degree in Social Work, or equivalent
- Minimum of 3 years post qualifying experience in statutory child protection
- Communication and analytical skills - written:
 - Ability to analyse information, numerical data, and statistics, to draw valid conclusions and write clear and concise reports
 - Ability to undertake and use research to prepare reports which will be clearly understood by a mixed audience
 - Ability to develop business cases to support new models of working
- Communication skills – verbal:
 - Ability to make succinct, informative and interesting presentations to groups of all types
 - Ability to present reports on progress of projects at meetings in various settings
- Understanding of change management and the ability to lead, motivate and support others, and to overcome resistance to change in a constructive manner
- Experience of leading and developing change and successfully implementing new approaches or models of working
- Ability to work flexibly to tight timescales and to meet deadlines working on your own initiative, and as part of a wider team.
- Ability to promote successful and innovative partnership working and to engage with partners, including service users and carers, in a positive and constructive way
- Able to problem solve and develop and deliver creative and practical solutions
- Able to persuade, negotiate and influence
- Ability to manage work schedules and tasks in an organised way, ensuring appropriate records are kept and deviations from plan are managed effectively.

Desirable

- Previous experience of a leadership role in delivering change in Children's Social Care
- Sound knowledge of the government's policies and priorities for the Children's Social Care
- Experience of managing others to deliver tasks (this may be in a line management role but not exclusively)

Part B

The following criteria will be further explored at the interview stage:

- Experience of working with children in care using child centred social work practice.
- Experience of challenging existing social work practice and developing new ways of working to improve outcomes for children, young people and their families.
- Experience of supporting colleagues to develop their social work practice to support continuous improvement.
- Ability to inspire change.
- An understanding of equal opportunities and the way in which inequalities and disadvantage impact on adults and older people

Additional Requirements

- Flexible approach to work, location, duties and hours