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|  DCC Logo 09 Outl B&WRole Profile Section 1 |
| **Job Title** | Strategic Manager, Children in Care, Care Leavers, Fostering and Adoption Services | **Service** | Children and Young Peoples Services |
| **Grade** | Band 1 | **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 services for Children in Care; Young People Leaving Care; and Fostering and Adoption Services aligned to Corporate and Service priorities. 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. The post holder will be ambitious and innovative with the aim of continuing to improve outcomes for children in care and care leavers. 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.
* Contribute to the overall plan for the service, taking the lead role and advising on specialist areas of responsibility.
* Manage corporate and service projects and initiatives of varying complexity ensuring that the standard project management methodology is properly utilised. 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 establish the most effective level of service delivery attainable within the resources available.
* 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 into overall strategic plans, financial and budget considerations, environmental issues and legislative requirements/regulations and governance.
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| * 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*** Responsible for leading, developing, managing and continually improving a range of connected and inter-dependent services for children in care and care leavers within, and on behalf of the County Council, that result in positive outcomes for this vulnerable group.
* Responsible for leading, developing and managing the fostering service; supporting effective recruitment and retention of foster carers to support placement sufficiency and providing high quality support to carers.
* Provide senior leadership to the adoption service in Durham which is part of the Coast to Coast Regional Adoption agency alongside supporting the governance arrangements of the RAA.
* Support the functions of Agency Decision Maker for Fostering and Adoption
* Take a lead in the planning of innovative and cross cutting services to meet the integration agenda and the build on productive partnership arrangements with key providers and statutory agencies.
* Take a lead role in the Children Looked After Strategic Partnership (CLASP) and in supporting the delivery of an effective Corporate Parenting Panel working closely with elected members; and all wider Council Elected Members.
* Take the lead strategic role in agreed areas and represent the council and Children’s Services in the appropriate mechanisms for joint working e.g. LSCB, Partnership Boards, strategic groups and the Children’s Partnerships.
* Management of safeguarding risks in relation to children and young people and be an effective decision maker.
* Undertake Senior Manager on call duties out of hours, weekends and bank holidays.
* Review and develop local service plans to take account of identified commissioning needs, changes and developments within the market and future strategic direction arising from legislative/government priorities.
* Undertake effective risk management on behalf of the council, in relation to individual case management.
* Lead and participate in relevant policy and decision-making forums.
* Work closely with a range of local statutory agencies, independent and voluntary services, including parents and young people, to ensure the delivery of social care services, including statutory duties.
* Develop and promote flexible, integrated, cross agency working and an outward focus that improves service delivery, jointly tackles local problems, maximises the use of external sources of funding and generates a real customer and community focus and a performance culture within the delivery of Children’s Services.
* Deputise for the Head of Service as required.

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** |
| **Qualification** |  | * Professional qualification in Social Work
* MBA or management qualification
* Current Social Work England Registration
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| **Experience** | * Experience of implementing and managing change and business transformation, proactively pursuing continuous improvement
* 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
* Experience of managing complex projects and matrix management
* 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
* Experience of managing people and teams
* Senior Management Experience in statutory children’s social care
* Experience of change management
* Experience of service improvement
* Suitably experienced and qualified under the Adoption Agency Regulations
* Knowledge of Ofsted Frameworks
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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
* 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
 | * Knowledge of legislation, policy and best practice in relation to safeguarding children and young people
* Knowledge of national best quality social work practice
* Knowledge of fostering and adoption regulations
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| **Personal Qualities** | * Professional in approach
* Strategic thinker
* Personal commitment
* Flexible approach to work
* Well organised and self-motivated
* Resilient with strong self-awareness
 | * Commitment to excellent outcomes for children and young people
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