Role Profiles

This role profile is subject to change following the implementation of the children's social reforms

JOB TITLE	Head of Children's Social Care	**DIRECTORATE**	Children and Young Peoples Services
SERVICE	Children's Social Care	**GRADE**	HOS 1
REPORTING TO	Corporate Director, Children and Young Peoples Services		

PURPOSE OF JOB	Lead the management and development of services to promote the welfare and provision for children and young people assessment and safeguarding, in the looked after system and care leavers in line with council and legislative requirements. Lead the management of a range of connected and inter-dependent services responsible for assessment and safeguarding. Lead on implementation of legislative/statutory changes in line with children's social care reforms.

JOB OUTLINE/KEY RESULT AREAS	STANDARDS OF PERFORMANCE
Generic Key Result Areas • Contribute to the strategic development and delivery of Children and Young People's Services to meet the council's policy and planning requirements. • Manage all employees, relevant budgets, and service performance in accordance with council procedures and objectives. • Contribute to and manage the development and implementation of the service and council wide initiatives to deliver improvements across the council. • Manage relationships with internal and external partners to support the delivery of efficient and effective services. • Lead the transformation agenda within the service and participate in partnership arrangements as appropriate. **Role Specific Key Result Areas** • Take the lead agency role in working with partners to implement safeguarding and child protection procedures as agreed by the Local Safeguarding Children Board.	**Generic Standards of Performance** • Ensure health and safety of self and others within workplace. • Demonstrate leadership qualities and inspire teams to work across the Council as services are transformed. • Lead a culture of effective management of resources and budget, applying best value and flexible models of support that reduce costs. • Respond to queries and calls promptly and professionally. • Operate effectively as part of the senior leadership team. • Effective communication and engagement. • Ensure principles of equality and diversity and the Council's other corporate values are embraced and underpin all work for employees and service users.

- Lead the development and delivery of services to ensure looked after children are fully protected, cared for and provided with a positive future.
- Lead the provision and management of family first teams for assessment and safeguarding.
- Lead the provision and management of services relating to care leavers; Responsible for ensuring that all statutory requirements for care leavers are met.
- Lead the provision and management of residential services.
- Lead the provision and management of the fostering service.
- Lead the provision and management of the adoption service.
- Lead on the provision of Early Help services, subject to the changes required by the children's social care reforms.
- Lead the provision of referral services –Multi Agency Safeguarding Hub (MASH), the Emergency Duty Team and the Local Authority Designated Officer (LADO).
- Maintain operational links to family courts.
- Lead the management of children's social work services in relation to permanence teams, fostering and care leavers.
- Ensure the efficiency and availability of placements for children, whether in council services or externally commissioned.
- Responsible for meeting the statutory requirements of a regulated service – Ofsted.
- Work with statutory inspection agencies on an ongoing, proactive basis.
- Ensure the development and delivery of actions to achieve continued service improvement, in line with council priorities, national standards and regulatory requirements.
- Lead the development and implementation of quality assurance of operational services, including service audits, service standards, compliance management and service review.
- Lead responsibility for working with the Corporate Parenting Panel of the council.
- Responsible for presenting as required to the Overview and Scrutiny Committee.
- Appropriate multi-agency working and sharing information.

MEASURES OF SUCCESS

Generic Measures of Success

- Achieves service objectives.
- Achieves Performance Indicators/Targets.
- Customer satisfaction.
- Meets budgetary requirements.
- Delivers year on year service improvements.
- Delivers projects to time, cost, and quality.

Role Specific Measures of Success

- Enhanced inclusion.
- Protection and safety of children and young people.
- Ensures service compliance with council requirements.
- Effective inter-agency planning.
- Service improvement through performance review and inspection.
- User and partner satisfaction.
- Member satisfaction.
- Enhanced participation of young people.
- Effective implementation and compliance with statutory social care reforms.

QUALIFICATIONS, SKILLS, KNOWLEDGE AND EXPERIENCE REQUIRED FOR POST	SERVICE AREA/TECHNICAL COMPETENCIES REQUIRED	COMPETENCIES REQUIRED (Behavioural Indicators – Leader)
Education & Qualifications • Degree in Social Work. • (Future requirement – Practice Leaders Accreditation). **Skills** • Lead and managing change. • Leadership, delegation and team building skills. • High level problem solving, financial control and organisation skills. • Significant political and organisational awareness. **Knowledge** • National and local agenda for the safeguarding of children and safeguarding young people. • Council strategic direction, priorities and issues. • Performance management systems and techniques. • Understanding of delivery through partnerships. • Knowledge of statutory/legislation frameworks including social care reforms	**Leadership** • Analytical thinking - The mental processes of analysis and evaluation. • Strategic thinking - Balancing today's expectations and requirements with the future opportunities, issues, and concerns that may affect business results tomorrow. • Developing others - To coach or mentor others to achieve their best. • Business acumen - The ability to make good business judgements and decisions. **Service/Technical** • Performance Management. • Inspection regimes/processes. • Special education needs. • Knowledge of relevant legislation, national occupational standards, statutory frameworks, good practice and government policy initiatives.	**Customer first:** Puts the customer first (internal and external) to provide an excellent service. **Working with others:** Working together to improve how we provide services and supporting each other through change. **Communications:** Conveys information clearly and effectively, in a way which helps people understand. **Personal impact:** Is self-aware, acts pro-actively and takes responsibility for achieving results. **Building our future:** Wanting to be the best and working together to achieve this. Making improvements through being efficient and delivering value for money. **Delivering results:**

Experience • Senior management in children and families work. • Securing and managing external funding; • Senior management and budgetary experience. • Developing and delivering services across local agencies. • Internal and external partnership working. • Managing diverse multi-disciplinary teams. • Working at a senior level across children and young people's services. • Developing strategic plans. • Performance management.		Continually improving performance and introducing new ideas into the council to achieve results.
DIMENSIONS		
• Number of staff. • Revenue budget. • Number of looked after children. • Number of Residential Care Units.		