**JOB DESCRIPTION**

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| **Job Title:** Director of Children’s Social Care  |

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| **Job Purpose:**A senior leadership role of Oldham Council working to the Managing Director of Children’s Services and alongside Directors in the management and delivery of Children Services. Responsible for the operation and strategic delivery of the Children’s Social Care function taking the lead on all safeguarding and corporate parenting related issues and supporting the development, co-ordination and implementation of the Co-operative agenda, corporate strategies and policy that will ensure achievement of the corporate ambitions of the Council.You will be responsible for providing professional leadership in Children’s Social Care. This role will deliver the cultural change necessary to implement services which have children and families at the centre of everything we do. This will require modernising and transforming services as you drive forward a challenging agenda. |

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| **Principal Accountabilities:**Strategic LeadershipTo contribute to corporate leadership as part of the senior management team, delivering the strategic plan; setting the agenda across the Children’s Social Care agenda through strong leadership, being a change advocate, forward planning, management and delivery against available, financial and people resources. To contribute to the wider development of Oldham Cares and as a strategic leader ensure the Children ls agenda is reflected in the strategic joint leadership plans.With vision and focus, lead the development and delivery of robust strategies and establish business and political priorities, which support the objectives and ambitions of the Council. To lead and ensure that the assurance framework for education, early years and skills is successfully implemented.To drive, maintain and strengthen local integrated arrangements and focus resources to improve outcomes for children and families in the borough.To lead a range of services, projects and initiatives that benefit the Council and as appropriate our communities, focusing resources through the effective redesign of services on preventative measures to reduce demand and promote self- serve.Leading by example, the post holder will role model the required values and behaviors, demonstrating commitment to the Borough of Oldham and drive behavioral change in others, championing new ways of working that includes leading virtual teams and matrix management, adapting to thematic priorities when appropriate. PerformanceTo deliver high performance by establishing clear expectations and standards in line with performance management requirements; monitoring and increasing productivity and reporting on achievement, ensuring focused services for Children are delivered effectively and efficiently to the highest standards; including financial, risk, people and change management. To ensure performance management information is available and used to inform the budgetary review process as well as ensuring continuous improvement.Ensure through strong leadership that projects and initiatives are delivered on time to a high standard, driving efficiencies to achieve more with less, maximising budget availability and achieving high levels of performance from individuals and teams, as appropriate in line with statutory and regulatory requirements.Working with fellow colleagues across the system to identify new opportunities to maximise efficiencies, continuously drive improvements and increase performance to deliver priorities ensuring services that are delivered or commissioned meet the highest possible standard and that all individuals take ownership and drive change.Develop a culture of high performance with a child and young person focus that delivers outstanding service provision both within the post holders own directorate, organisation wide and borough wide.CollaborationTo actively seek opportunities for establishing, building and maintaining successful relationships with partners, stakeholders and agencies in other sectors in order to identify opportunities to deliver services in an innovative way that secures a real improvement to public services and delivers efficiencies. To contribute to the communication of the vision and values to a broad range of stakeholders in order to champion a cooperative borough and establish the organisation as a leader across many disciplines and an innovator of service delivery.Work together with young people and residents as appropriate to understand their requirements to shape and deliver great services.To act as a role model and promote excellent external relations by representing the Council at national, regional and local levels; promoting the organisation and influencing others to share the vision of Oldham.**Political Engagement** Lead on the political engagement and democratic governance in relation to the post holders services.Develop strong working relationships with Elected Members, providing high level advice and support to them that will contribute to the Council’s performance. To provide effective support to elected members in their role as Local Leaders.To work closely and effectively with elected members to translate visions and priorities into achievable strategies and policies in consultation with key partners and stakeholders. GeneralUndertake any duties commensurate with the level of the post as required by both the Deputy and Chief Executive and/or in relation to the portfolio of services as agreed with the post holder from time to time.Role Specific Accountabilities:To provide leadership and direction to the Children’s Social Care services and be accountable for the safeguarding and corporate parenting process.To ensure the safeguarding of vulnerable children and young people including effective multi-agency safeguarding and child protection procedures and practice are underpinned by a robust Local Safeguarding Children’s Board.To lead services supporting Looked After Children, to ensure children in the care of the Council fulfil their potential throughout childhood. As DCSC lead on the GM Services for Children review, improve outcomes for children through greater collaboration, more effective use of existing services, implementation of more innovative approaches and development of an integrated approach to preventative services for children and young people.To manage a diverse workforce of qualified health and social care professionals, non-professionally qualified and support staff across Children’s Social Care.To develop and embed a culture which drives high performance and continuous improvement across the whole system, playing a key role in developing relationships, influencing and connecting people to deliver the best outcomes for children and young people.Ensure both joint commissioning and joint delivery mechanisms are in place with local partners (e.g The Police, Health Services, CCG, Voluntary Sector) in order to integrate care, health and wellbeing services in line with statutory requirements. To lead and champion the directorates new operating model and principles driving efficiency and innovation in service design delivering the objectives of the Children’s Transformation Programme in Oldham. To review, implement and embed new ways of working and specific social work practices to meet the needs of children. Working closely with Elected Members to provide professional and technical advice to ensure Oldham Council’s objectives and key performance indicators are met ensuring that confidence in the services ability to deliver is maintained at the highest level.Have a clear understanding of the inspection, quality and performance requirements to enable delivery of high quality services, in line with agreed regulations and key performance targets. Where problems or pressures arise exception reports and remedial plans to resolve will be required.To be responsible for ensuring the Councils readiness for external scrutiny and statutory inspections for Children’s Social Care are maintained. To ensure the required quality and performance to enable delivery of high quality services, is in line with agreed regulations and key performance targets. Where problems or pressures arise exception reports and remedial plans to resolve will be required.Ensure Oldham engages with partners such as Health and the Greater Manchester Combined Authority in relation to Children’s in order to improve outcomes for children through greater collaboration, more effective use of existing services, implementation of more innovative approaches and development of an integrated approach to preventative services for children and young peopleThe DCSC will be responsible for managing significant budgets ensuring that this is undertaken in line with the appropriate financial standards.Ensure the provision of extensive engagement with our partners including schools and early years settings to support the delivery of the Oldham Family Connect Model. Ensure that all services operate to the required corporate governance standards that are currently in place. |

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| **Standard Duties:**To take every opportunity to raise awareness of the organisations ambitions and achievements, both internally and externally and make a cooperative difference by encouraging others to do their bit as well as actively demonstrating the same.To ensure compliance with all statutory, regulatory and legislative requirements e.g. health & safety, equality etc.To participate in self-improvement in performance through workplace development. |
| Responsible to: Reporting to the Managing Director of Children and Young PeopleResponsible for: The people resources within Children’s Social Care. |
| Special Conditions:Standard DBS DisclosureThis is a Politically Restricted Post  |
| Work Related Circumstances:The post holder will be expected to travel within the Borough and nationally if required.This is a senior position and will involve unsocial hours as and when required as well as appropriate call out arrangements.The postholder will be required to undertake the role of duty controller on a rota basis across the borough. |

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|  | **DATE** | **NAME** | **POST TITLE** |
| **Prepared** | 28 March 2019 | Helen Lockwood | Deputy Chief Executive People and Place |
| **Reviewed** | 01 April 2019 | Carolyn Wilkins | Chief Executive and Accountable Officer |
| **Reviewed** | 16 July 2019 | Helen Lockwood | Deputy Chief Executive People and Place |

**PERSON SPECIFICATION**

 **Job Title :** Director of Children’s Social Care

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|  | **Selection Criteria (Essential)** | **Selection Criteria (Desirable)** | **How Assessed** |
| **Essential** | **Desirable** |
| Education & Qualifications | Educated to degree level Diploma in Social Work or Certificate of Qualification in Social Work Registered with the Health care and Professionals CouncilExtensive experience within post holders portfolio of responsibility | Post graduate level qualificationAppropriate management qualification | Qualification CertificateQualification CertificateApplication FormApplication form and interview process | Qualification CertificateQualification Certificate |
| Experience | A demonstrable record of senior strategic leadership, achievement and experience in the field of Children’s ServicesProven experience of working effectively and impartially with elected members and in supporting the democratic decision making processExpertise in leading successful large scale organisation change programmes and commissioning significant service changeExperience of strategic development and leading substantial transformational change across multi stranded services/organisationsA track record of significant achievement and service improvements that have delivered and improved outcomes for Children and Young PeopleSignificant experience on leading focus visits and inspections with regulatory bodies.Experience of maintaining and sustaining change in a complex environment.Success in developing working relationships and partnerships working collaboratively to deliver excellent servicesSignificant experience of resource management; people, financial and physical |  | Through Interview process unless indicated otherwise |  |
| Skills & Abilities | Ability to lead, inspire and demonstrate commitment to achieve service development, transformation and improved qualityProven success in leading cultural change through innovative and creative ways to respond to and drive the cooperative ambitionAbility to develop strategies and translate them into effective operational plans to improve outcomes for ChildrenThe ability to motivate, empower and direct staff to enable them to achieve the operational objectivesAble to work flexibly across a broad range of services and disciplinesAbility to communicate a compelling vision to key stakeholders internally and externally to achieve operational outcomesBusiness acumen from creating a commercial environment where the management of cost/budgets and customer satisfaction is paramount and productivity is high |  |  |  |
| Knowledge | Evidence of maintaining and applying up to date knowledge of current thinking and developments within health and children’s social care context.A broad knowledge of public sector service delivery; both directly and through commissioningA detailed understanding of the governance arrangements required in a constantly changing environment.Experience of service delivery within a commercially focused organisation A detailed understanding of issues and challenges of integrating quality provision across Children’s Social Care optimising opportunities for Children and Young People |  |  | Interview process |

**NB. - Any candidate with a disability who meets the essential criteria will be guaranteed an interview.**