**Job Description**

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| Job Title: Children’s Performance and Strategic Development Lead |
| POSCODE: |
| Grade: P5 |

**Overall purpose of the job**

Acting as operational lead for the delivery of Council services that includes, but is not limited to the following:

Children’s Services is recognised as a service in which early help and social care can develop and prosper, with a culture of collaboration, integrity and compassion; promoting development and wellbeing of children, young people and their families; protecting them from neglect and abuse.

Reporting to Executive Director, Children, Families and Education, this role will be accountable for the provision of CSC business planning activity, aligned to strategic priorities, outcome measures, operational practice and policy development, in accordance with national and legal frameworks. Contributing to the development of the income generation strategy, the role will be responsible for developing bids and activity to build the CSC expansion of externally funded projects and practice development.

The post holder will be asked to take the lead on process and pathway development and implementation of new ways of doing things. They need to be able to switch easily between the operational and the strategic and able to deal with members and senior managers as well as operational staff, service users and their families.

Lead the implementation of specific service transformation or development initiatives across the Children's Directorate working closely with Commissioning, Communities, Transformation and corporate teams.

This role will offer strategic support on regional, national inspections and peer review including the delivery of these. Providing cover for managers, as required, as well as being a member of the Senior Manager Rota for the Emergency Duty Team.

The post holder will be required to produce performance reports across the directorate.

The post holder will be responsible for notifying Ofsted of all Serious Harm cases and preparing and producing independent management reviews of such cases.

An experienced social work leader and key influencer, with significant knowledge and understanding of internal and external policies, frameworks and legislation.

Takes collective and shared responsibility for the effective leadership and management of the Council’s services and delivery of improved outcomes and the achievement of value for money.

**Main accountabilities**

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|  | **Principle Accountabiliies**Operational planning and performance review to maintain exceptional service delivery and ensures the political objectives and priorities of the councils are met. Ensure that safeguarding is actively promoted, understood and procedures followed so children and young people are protected.Being a member of the Out of Hours Senior Manager Rota for the Emergency Duty Team.To lead on the Regional Sector Led Improvement programme including the delivery of the annual self-assessment for the Council.To be the Lead for Children’s Services on Independent Management Reviews, to prepare and present these reports. To represent the council at the various Serious Case Review meetings and Boards.Preparation of reports for Committees as required by the DCS and SD on national and local policy; Inspection processes and outcomes; and proposed changes to service delivery and transformation.To participate in external forums (scrutiny or other) representing the Council and to network with other local authorities ensuring that learning from best practice influences work in the Council.To be politically sensitive and able to recognise sensitive issues that impact on the service area, the authority or its partners.To provide clear and timely operational and strategic advice, guidance and support to the Service and Directors, Service Directors and Elected Members, actively contributing to corporate policy, robust governance and strategic decision making.Lead on all service projects across the Council. Lead on all presentations, reports and updates to any other relevant board.Use service data systematically to project demand; identify areas for performance improvement and lead plans, to manage this with the relevant senior management team.Act as a subject matter expert for commissioning activities relating to the delivery of improved outcomes and safeguarding of children and young people Maintain and nurture collaborative relationships with other teams in the function and external organisations that support the delivery of service transformation.Implementing changes and continually evaluating service to improve the area of work, while maintaining the highest possible levels of service quality are continually delivered. Managing complex issues and resources to meet the needs of service users and deliver the best possible outcomes. Using professional expertise to translate goals and plans into ways of working that comply with relevant legislation and statutory requirements and manages a level of appropriate risk. Deliver exemplar customer interactions to individuals and communities which support strong relationships and a reputation for achieving outcomes and resolving issues. |
|  | **Leadership and Collaboration**Demonstrates compassionate and inclusive leadership through the line management of services for whom the post is accountable and provides strong and motivational leadership to drive continuous improvement, efficiency savings and higher levels of satisfaction for residents.  Actively understand the challenges faced by colleagues across the organisation to be able to support the delivery of corporate objectives.  Actively promote and role model the council’s priorities and ways of working, values and behaviours to ensure they are delivered throughout the service. Develop and implement effective communication and engagement arrangements with all stakeholders to facilitate effective relationships that drive improvements in service delivery. |
|  | **Governance**Understand and uphold the Constitution, Scheme of Financial Delegation and Contract Procedure Rules of the Council and ensure that they are followed throughout the directorate. Support the democratic process, providing advice to elected members on the appropriate response to local and regional matters as well as the internal business of the Council.  Champion effective management of risk and the active response to audit findings in relation to service delivery. Be jointly accountable with others in the Directorate for the local risk register and any aspects of the corporate risk register and corporate risk framework of the Council relevant to services areas that the postholder is accountable for. Ensure that teams under the postholders sphere of influence fulfil their duties in relation to standards, complaints and scrutiny, maintaining an open culture of transparency, accountability and ownership, taking responsibility for mistakes, putting them right and learning lessons for future improvement. Promote, preserve and protect the health, safety and wellbeing of councillors, employees, service users, contractors and partners in the provision of Council services, ensuring that the provisions of all relevant legislation are achieved, such as the Health and Safety at Work Act 1974. |
|  | **Innovation**Champion innovation by being open minded to new and radical ways to deliver services, actively seeking out good practice from others to learn from to develop our own service design and delivery. Promote a culture of continuous improvement by encouraging colleagues to share ideas, take appropriate risks, and recognising innovation.  Champion and embed a performance and quality assurance culture that delivers results through rigorous open challenge, personal accountability and continuous improvement. |
|  | **Equality, Diversity and Inclusion**Promote an organisational culture that is positive, safe, respectful and compassionate, as well as open to change and feedback enabling everyone to feel empowered and valued.  Act, at all times, in ways that create an inclusive environment where people can thrive and be empowered to do their best. Role model good behaviour and practice and proactively seek ways to ensure staff feel valued and develop a sense of belonging.  Demonstrate awareness of the diverse needs of our residents to inform the decisions made about the services we deliver and ensuring a robust approach to equality impact assessments and their application to employment, service delivery and policy development |
|  | **Finance**Continually review and reshape service delivery to achieve financial efficiencies and maximise opportunities for income generation, whilst maintaining the highest standards of service delivery.Ensure the effective management and deployment of all appropriate budgets in line with agreed financial processes, envelopes and savings, including contract budgets for people services and pooled budgets where appropriate.Responsible for the execution of a robust business planning process and activity, aligned to the organisational strategy and future vision for Children’s Services.Working with the Business Intelligence Team, Finance Team and operational and commissioning colleagues to bring together all soft and hard intelligence to ensure we can track and understand changes in demand for Children’s Social Care and any changes we need to make as a result.Bidding for and strategic leadership of national grants and other income generation projects. The job holder will have a responsibility to contribute to budgets of £5.5 million.Ensuring all projects are appropriately resourced and delivered within agreed financial envelopes.Ensuring all change management is focused on best value for money and the most efficient use of resource whilst ensuring quality standards remain intact |
| 10. | Demonstrate an awareness and understanding of equality, diversity and inclusion.   |

**Safeguarding commitment** *(Include for roles involving work with children/vulnerable adults)*

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

**Person Specification**

**Qualifications, knowledge, skills and experience**

Minimum level of qualifications required for this job

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| Qualifications Required | **Subject** | **Essential/****Desirable** |
| A relevant graduate Level qualification or equivalent and/or relevant compensating experience at a senior leadership level. |  | **E** |
| Recognised SW qualification with current registration with SWE as a registered social worker. |  | **E** |
| Evidence of continuous professional and leadership skill development. |  | **E** |

Minimum levels of knowledge, skills and experience required for this job

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| Identify  | Describe | Essential/Desirable |
| **Knowledge, Skills and Experience** | A comprehensive understanding of the current issues and challenges facing local government as well as the statutory framework governing the sector. | E |
|  | Skills in understanding and responding to different perspectives and taking a cross-organisational approach, gained by working in a political or similarly challenging environment. | E |
|  | Business acumen and an entrepreneurial mindset to lead the strategic delivery of services and maintain a focus on obtaining best value for money at all times balanced, against the difficult and sensitive challenges faced | E |
|  | Ability to lead, develop and sustain effective team, partnership and multi-agency working through strong effective advocacy, influencing and negotiating skills. | E |
|  | Skills to provide creative solutions to complex problems together with high level analytical, presentational and communication skills. | E |
|  | Ability to establish and sustain positive relationships that generate confidence, ability and trust. | E |
|  | Highly developed influencing and negotiation skills to operate at a strategic professional and political level, locally and nationally. | E |
|  | Understanding of the barriers to organisational and cultural change and the commitment to being a catalyst for change. | E |
|  | Evidence of a thorough understanding of relevant local and national policy development for the service area. | E |
|  | Detailed and practical knowledge about the role and priorities and agendas of partners, particularly Health and the new ICS.  | E |
|  | Detailed and practical knowledge about commissioning and developing and sustaining high quality services. | E |
|  | Detailed and applied knowledge and understanding about best practice in quality improvement. | E |
|  | Strong appreciation of the varying needs of a diverse community. | E |
|  | Evidence of continuing professional development, aligned to any relevant Professional Competency/Capability frameworks or Knowledge and Skills Statements. | E |
|  | Leadership, interpersonal, negotiating and influencing skills with an ability to provide a clear sense of direction and engender confidence and enthusiasm. | E |
|  | Excellent people and team development and communication skills. | E |
|  | Change management skills | E |
|  | Strong financial and budgetary awareness. | E |
|  | High intellectual and analytical abilities. | E |
|  | Evidence of effective project management. | E |
|  | Highly effective communication- both written and verbal. | E |
|  | Strong intellectual grasp of issues and the ability to understand and analyse data to inform decisions. | E |
| Equality, Diversity and Inclusion (applies to all roles. | Ability to demonstrate awareness and understanding of equality, diversity and inclusion and how this applies to this role.  |
|  | Ability to demonstrate:* A clear and strong personal commitment to equality, diversity and inclusion and a track record of developing inclusive services and leading by example.
* Evidence of leading people and services to recognise, respect and value individual needs to achieve a culture of inclusivity.
* Evidence of operating effectively and openly within the democratic process with the political acumen and skills to develop productive working relationships with Councillors that command respect, trust and confidence.
* Personal and professional credibility which commands the confidence of elected members, senior managers, staff, external partners and external stakeholders.
* Leadership by example with a style that empowers others and is open to question and challenge as well as a commitment to continuous self-improvement.
* A commitment to and evidence of successful strategies in managing personal resilience and wellbeing at a leadership level and promoting positive leadership practice, role modelling these behaviours for others.
* Evidence of planning for the future delivery of services, including effective workforce planning for future challenges.
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| **Safeguarding** *(include for roles working with children/vulnerable adults)* | Demonstrate an understanding of the safe working practices that apply to this role. Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.  |

**Disclosure level**

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| What disclosure level is required for this post? | None | Standard |
| Enhanced | Enhanced with barred list checks |

**Work type**

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| What work type does this role fit into? (tick one box that reflects the main work type, the default work type is hybrid) | Fixed  | **Hybrid**  | Field | Remote | Mobile |