



Job Description

Job Title: Assistant Director for Belonging – Homes for children, Fostering and Adoption (inc ADM)

Job Number: TBC

Grade: SM4

Overall Purpose of Role

As a member of the NCT Senior Leadership Team (SLT), the Assistant Director will report to the Director for Children's Social Care. As part of SLT will be a visible leader of Equalities, Diversity, Inclusion, Equity and Belonging. The role will work collaboratively with West and North as partner unitary councils.

Responsible for Fostering Service, Adoption Service and homes for children which are managed by NCT (currently 5 homes) including being Agency Decision Maker (ADM) for all these services. This will include responsibility for VAA and IFA arrangements across the region.

The job holder will also have strategic social work oversight for Brokerage and placements to develop effective strategies based on the individual needs of children and young people to support the delivery of high quality services that improve outcomes for young people in Northamptonshire and offer value for money.

Ensure that services meet relevant statutory duties and policy objectives, and that service performance as a whole is optimised.

Where relevant, develop a joint approach in partnership with West and North Northants and/or the partner organisations that will increase service effectiveness.

To give a strategic overview, professional advice, and direction for Northamptonshire Children's Trust in terms of compliance, standards and to ensure that all activities are delivered within statutory and regulatory requirements thus ensuring that risks are effectively managed.

To develop and implement strategies and approaches to improve outcomes for children and young people in our care.

Main Accountabilities

1.	Work with internal and external colleagues on delivering the requirements for a high performing fostering service. Including strategic oversight for and leading Independent Fostering Agency and Voluntary Adoption Agency.
2.	Work with internal and external colleagues on delivering the requirements for a high performing adoption service and make appropriate and robust ADM decisions.
3.	Work with internal and external colleagues on delivering the requirements for high performing children's homes.
4.	To have strategic social work oversight of brokerage services to ensure children in care can live in good quality registered homes that meet their needs.
5.	Develop and maintain strategic partnership relationships across health, social care and community-based services within Northamptonshire.
6.	Develop successful partnership working with public, independent, social enterprise and third-sector providers to shape and develop children's homes for the benefit of Northamptonshire children and families
7.	To lead the development of service priorities into clear measurable outcomes to drive forward services and meet the Trust's statutory and contractual responsibilities. Leading on specific areas for all regulated services in the area (fostering, adoption and residential homes). This will include performance, business planning, inspections, risk register and governance ensuring adequate operational and strategic knowledge of the business area and developing the service through effective relationship management.
8.	Ensure that governance processes (for fostering, adoption and residential) work effectively meeting the requirements of political leaders, managers, operational services and are managed, within a best practice, sound, accountable and transparent governance framework.
9.	Develop highly effective strategic relationships with stakeholders and partners to ensure that Northamptonshire Children's Trust's objectives and expectations are communicated and delivered to a high standard.
10	As a senior member of the leadership team, working with peers in influencing the organisational culture, driving innovation and transformation. To provide guidance on reforms and developments in response to national agenda impacting children's services/ regulated services.
11.	<p>Safeguarding commitment</p> <p>We are committed to safeguarding and promoting the welfare of children and young people who are at risk of abuse or neglect. We require you to understand and demonstrate this commitment.</p>

Person Specification

Qualifications, Knowledge, Skills and Experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
Degree in Social Work (or recognised equivalent)	Social Work	Essential
Post qualifying qualification	Social Work	Desirable
Social Work England - active registration		Essential

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

<i>Identify</i>	<i>Describe</i>	<i>Essential/ Desirable</i>
Knowledge		
Legislation, government policy and practice guidance	In-depth knowledge of all applicable legislation, government policies and guidance for delivering Children's services, safeguarding children at risk and the factors which lead to positive outcomes for children and young people.	Essential
	Comprehensive knowledge of best practice for Children social work and robust mechanisms in place, including established relationships with key local and national forums and leaders, to ensure that knowledge remains up to date.	Essential
	Good knowledge of service planning, needs assessment, consultation, option appraisal etc.	Essential
	Current, up to date understanding of regulatory requirements around assurance activity planned or regularly undertaken by Ofsted or any other regulatory body relating to children's social care, fostering, adoption and children's homes.	Essential
Anti-discriminatory Practice	Clear knowledge, commitment to and ability to lead others around issues of equality, diversity, and anti-discriminatory practice and behaviours in the workplace.	Essential
Practice Standards and quality assurance	A high level of skill in the development and use of quality assurance strategies, governance, monitoring processes, professional standards, audit, impactful action and the voice of people with lived	Essential

	experience to establish and maintain continuous improvement in practice and outcomes and ensure regulatory compliance.	
Change management	Ability to instigate and lead projects and programmes to achieve change, including acting as senior responsible owner and delivering outcomes through others.	Essential
Experience		
Children's Social Care leadership.	Significant experience of leading children's social work, including developing and maintaining strong working relationships across services and with partners. Including effective negotiation skills and political awareness. Leading on embedding best practice to improve outcomes for children and young people.	Essential
	Experience of managing a large and complex function, ability to deliver against an improvement agenda within a Children's Trust.	Essential
Relationship building	Experience of developing strong partnership services and relationships incorporating public, and private organisations	Essential

Disclosure level		
What disclosure level is required for this post?	None	Standard
	<u>Enhanced</u>	Enhanced with barred list checks

Working Arrangements					
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 x	Field	Remote	Mobile