

**Northamptonshire Children’s Trust**

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| Job Title: Strategic Manager – Disabled Children’s Service |
| One Angel Square, Northampton |
| Grade: SM2  Reports To: Assistant Director Corporate Parenting |

Overall Purpose of the Job

The Strategic Manager’s role is a key operational and strategic management role and an essential part of our improvement journey. You will be responsible for the development and provision of support services to disabled children and children with special educational needs assessed as being in need, in need of protection or looked after children. With direct responsibility for the Disabled Childrens Service, the strategic manager will also have indirect responsibility to support all staff across children's social care including leaving care from senior managers to frontline practitioners to deliver positive interventions to disabled children and those with SEND and will act as the Designated Social Care Officer (DSCO) within Northamptonshire Children’s Trust.

As strategic manager you will take a lead role in transformation work within the Integrated Care System working in collaboration with partners in Health and SEND Services to promote new whole system approaches and integrated models of care that can be applied across the whole integrated care system. You will also provide strategic leadership within Northamptonshire Children’s Trust for the continued development of the social care response for children with SEND across North and West Northamptonshire including leading on the short break offer, the continued development of our Preparation for Adulthood work, implementation of Liberty Protection Safeguards and children and young people requiring CAMHS inpatient support.

As Strategic Manager you will lead a co-production model that engages people who use our services, their parents and carers and communities at the earliest stages of service design, development and evaluation.

Main Accountabilities

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|  | To act as NCT Designated Social Care Officer (DSCO) providing and practicing strategic leadership, management and advice on all issues related to disabled children/children with SEND in Northamptonshire Children’s Trust |
|  | To support other areas of the Children’s Trust as required and provide management and advice on all issues related to disabled children/children with SEND in children's social care including care leavers. |
|  | To support the development and delivery of children’s services’ vision, values and strategic objectives for children and young people, and their parents and carers, taking a lead role on the development of relevant strategies, policies, procedures, programmes and projects across Children Services and professional agencies including the Integrated Care System and SEND reforms. |
|  | To manage the budget for Disabled Children’s Service and contribute to the budget setting and the coming in on target. |
|  | To chair relevant panels and attend and contribute to the Quality Assurance Board and SEND Improvement Boards, and any other forums as and when required. |
|  | Write and present reports detailing work of the service to all management meetings and committee as and when necessary; to report to elected councillors when required. |
|  | To work strategically with multi-agency partners, elected members and other key stakeholders including voluntary organisations to promote the needs of children with SEND and establish and maintain joint working policies and practices, understanding and assessing significant risk for any decisions made with the aim of enabling the achievement of positive outcomes for children, young people and young adults. |
|  | Ensure effective participation and appropriate involvement of disabled children and their families in the planning and development of services that meet their needs. |
|  | To oversee all areas of service performance and support staff to achieve practice that is of excellent quality and evidence based, underpinned by Signs of Safety practice model with the voice of the child evident in all service delivery and that staff are appropriately developed and supported. |
|  | To provide out of hours cover as and when required and/or as cover rotas dictate. |

Corporate Parenting Commitment

As corporate parents we are committed to doing everything we can for every child in our care and every care leaver. We encourage you within the course of your work to seek opportunities where you can be ambitious for these children and young people, encouraging them to dream big and take chances and provide secure, nurturing and positive experiences.

Safeguarding Commitment

We are committed to putting children and young people’s welfare as a priority in all we do. We request that you respect their views, feelings and rights and take all reasonable steps to safeguard and promote the welfare of children and young people and vulnerable adults who receive support and services of Northamptonshire Children’s Trust.



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| **Person Specification** |

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| **Directorate:** Northamptonshire Children’s Trust, Children’s Social Care | **Section:** Corporate Parenting |
| **Job Title:** Strategic Manager for Disabled Children’s Service | **Grade:** SM2 |

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| **Personal Qualities** | * Inspire colleagues and stakeholders to fully engage with the aims and the long-term vision * Embed an inclusive culture of creating positive and supporting teams * Communicate with conviction and clarity in the face of tough negotiations or challenges * Share expertise through coaching and mentoring to support teams to succeed * Use a range of quality assurance tools to drive high quality and efficient service delivery * Translate strategic priorities into clear outcome focused objectives for managers and teams |

**Qualifications, Knowledge, Skills and Experience**

Minimum level of **qualifications** required for this job

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| Qualifications Required | **Subject** | **Essential/**  **Desirable** |
| **BA in Social Work or Diploma in Social Work, CQSW or CSS, or other professional social work qualification recognised by Social Work England** | **Social Work** | **E** |
| **Post Graduate** | **Management Studies** | **D** |
| **SW England Registration** |  | **E** |

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

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| **Knowledge** | | |
| Statutory responsibilities | Highly developed specialist knowledge and extensive experience of direct work with disabled children, child protection, children in care and leadership of staff in childcare setting involving risk management and decision making. | E |
| Management Experience | Extensive experience of managing at a senior level in a social care or related setting  A demonstrable track record of leading and managing multi-disciplinary teams and delivering outcomes that require collaborative approaches both within the organisation and with external partners | E  E |
| Performance Management | Advanced level and understanding of performance, programme and project management, statistical analysis and importance of high quality information and its use. | E |
| Children’s Service | A solid understanding of Children’s Services with a particular emphasis for those facing DfE Improvement Notices.  Thorough knowledge, understanding and practice in relation to current social policy and the implementation of SEND legislation, particularly within social care  Knowledge of the Integrated Children’s System | E  E |
| **Skills** | | |
| Finance | Proven track record in managing complex budgets successfully  Financial and commercial awareness, with strong analytical skills and an excellent aptitude for developing innovative solutions to complex problems | E  E |
| Decision Making | Ability to work across a complex system and people with diverse and conflicting interests.  Able to influence decisions at a senior level. | E  E |
| People Management | Ability to manage a number of multi-disciplinary teams ensuring their focus on achievement and continuous improvement.  Able to establish and maintain highly performing teams. | E  E |
| Leadership | Demonstrable experience in ethical leadership with the ability to lead and motivate teams of staff in diverse areas and professions and drive improvement for children and young people of Northamptonshire.  Remain visible and approachable to all colleagues and stakeholders.  Actively promote the reputation of the organisation with pride, both internally and externally.  Embed a culture of inclusion and equal opportunity for all, where the diversity of individuals’ backgrounds and experiences are valued and respected. | E  E  E  E |
| Communication | Outstanding interpersonal and communication skills to relate effectively to, and command the respect, trust and confidence of, employees, Council Members, partner agencies, the whole community and children, young people and their parents or carers in particular and other stakeholders  Ability to write, present and communicate at a senior level including elected members.  Respect and consider the diversity of the audience when giving messages and deliver these appropriately | E  E  E  E |
| **Experience** | | |
| Senior Management in Children’s Social Care | Share own expertise through coaching and mentoring to support teams to succeed.  Create an inclusive environment from which all individuals can develop regardless of their needs or background.  Deliver strategies to grow sustainable capability across all groups, including those with high potential and ensuring that the strategies tackle the imbalance in diversity  Translate strategic priorities into clear outcome-focused objectives for managers and teams  Act as a role model for delivery by showing efficiency and focus, while being open to new ideas and honest about challenges.  Provide clarity about the action required to achieve results and address unexpected developments.  Ensure all appropriate tools and resources are available for individuals to fulfil their job role | E  E  E  E  E  E  E |
| Changing and Improving | Challenge the way things have always been done and suggest improvements, learning from experience  Seek, encourage and recognise initiative and imaginative ideas from a wide range of people. Promote an environment where all colleagues feel safe to challenge  Encourage measured risk taking and innovation to deliver better approaches and services  Implement changes that transform flexibility, responsiveness and quality of service  Ensure changes add value to the business and express clearly how and why changes are necessary  Strong planning and organising skills and ability to multi-task  Ability to use management information to assist planning of work and resource management | E  E  E  E  E  E  E |
| Partnerships | Significant experience of working in partnership at a strategic level.  Influence external partners, stakeholders and customers successfully securing mutually beneficial outcomes. | E  E |
| Commercial Environment/Results | Ability to meet deadlines and deliver the required results.  Ability to maintain a clear overview of the issues affecting Children’s Services and children with SEND in relation to children’s social care in particular to ensure that members are provided with timely and accurate advice and kept fully informed of relevant issues | E  E |

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

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| **Work Type** | | | | |
| What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible) | Fixed | Flexible  X | Field | Home |