

Northamptonshire Children's Trust

Job Title: Strategic Manager – Cared For Children and Care Experienced Young Adults

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 cared for children and care experienced young adults. With direct responsibility for the Children in Care and Care Leavers Services, the strategic manager will also have indirect responsibility to support all staff across children's social care from senior managers to frontline practitioners to deliver positive interventions to cared for children and care experienced young adults.

As Strategic Manager you will be responsible for leading and motivating these service areas in delivering a high-quality service to our cared for children and care experienced young adults. Your focus will be on ensuring all children and young adults are well supported to maximise their life chances; where they can thrive in our care, are safe from any harm or abuse, have access to the best education and training, and feel prepared for adulthood.

As part of the Corporate Parenting Service senior management team you'll be a vital link between management, commissioners, practitioners and those who make strategic decisions in partner agencies. You will be a key driver in developing and delivering the Corporate Parenting Strategy within Northamptonshire Children's Trust and in partnership with North and West Northamptonshire Councils.

Main Accountabilities

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| 1. | To provide and practice strategic leadership, management and advice on all issues related to cared for children and care experienced young adults in Northamptonshire Children's Trust |
| 2. | 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 |

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| | the development of relevant strategies, policies, procedures, programmes and projects across Children Services and professional agencies including the Integrated Care System. |
| 3. | To manage the budget for Children in Care and Leaving Care Services and contribute to the budget setting and the coming in on target. |
| 4. | To chair relevant panels and attend and contribute to the Quality Assurance Board and Corporate Parenting Board, and any other forums as and when required. |
| 5. | Write and present reports detailing work of the service to all management meetings and committees as and when necessary; to report to elected councillors when required. |
| 6. | To work strategically with multi-agency partners, elected members and other key stakeholders including voluntary organisations to promote corporate parenting responsibilities 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. |
| 7. | Ensure effective participation and appropriate involvement of cared for children and care experienced young adults in the planning and development of services that meet their needs. |
| 8. | 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. |
| 9. | To support other areas of the Children's Trust as required and provide management and advice on all issues related to cared for children and care experienced young adults in Northamptonshire Children's Trust. |
| 10. | 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.

Person Specification

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| Directorate: Northamptonshire Children's Trust, Children's Social Care | Section: Corporate Parenting |
| Job Title: Strategic Manager for Cared for Children and Care Experienced Young Adults | Grade: SM2 |

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| Personal Qualities | <ul style="list-style-type: none"> ➤ 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 |
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Qualifications, Knowledge, Skills and Experience

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

| 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 |

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| Post Graduate | Management Studies | D |
| SW England Registration | | E |

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

| Knowledge | | |
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| 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 | <p>Extensive experience of managing at a senior level in a social care or related setting</p> <p>A demonstrable track record of leading and managing teams and delivering outcomes that require collaborative approaches both within the organisation and with external partners</p> | <p>E</p> <p>E</p> |
| 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 | <p>A solid understanding of Children's Services with a particular emphasis for those facing DfE Improvement Notices.</p> <p>Thorough knowledge, understanding and practice in relation to current social policy and legislation relevant to cared for children and care experienced young adults</p> <p>Knowledge of the Integrated Children's System</p> | <p>E</p> <p>E</p> |
| Skills | | |
| Finance | <p>Proven track record in managing complex budgets successfully</p> <p>Financial and commercial awareness, with strong analytical skills and an excellent aptitude for developing innovative solutions to complex problems</p> | <p>E</p> <p>E</p> |

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| Decision Making | Ability to work across a complex system and people with diverse and conflicting interests. | E |
| | Able to influence decisions at a senior level. | E |
| People Management | Ability to manage a number of multi-disciplinary teams ensuring their focus on achievement and continuous improvement. | E |
| | Able to establish and maintain highly performing teams. | 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. | E |
| | Remain visible and approachable to all colleagues and stakeholders. | E |
| | Actively promote the reputation of the organisation with pride, both internally and externally. | E |
| | Embed a culture of inclusion and equal opportunity for all, where the diversity of individuals' backgrounds and experiences are valued and respected. | 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 | E |
| | Ability to write, present and communicate at a senior level including elected members. | E |
| | Respect and consider the diversity of the audience when giving messages and deliver these appropriately | E |
| Experience | | |
| Senior Management in Children's Social Care | Share own expertise through coaching and mentoring to support teams to succeed. | E |

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| | <p>Create an inclusive environment from which all individuals can develop regardless of their needs or background.</p> <p>Deliver strategies to grow sustainable capability across all groups, including those with high potential and ensuring that the strategies tackle the imbalance in diversity</p> <p>Translate strategic priorities into clear outcome-focused objectives for managers and teams</p> <p>Act as a role model for delivery by showing efficiency and focus, while being open to new ideas and honest about challenges.</p> <p>Provide clarity about the action required to achieve results and address unexpected developments.</p> <p>Ensure all appropriate tools and resources are available for individuals to fulfil their job role</p> | <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> |
| Changing and Improving | <p>Challenge the way things have always been done and suggest improvements, learning from experience</p> <p>Seek, encourage and recognise initiative and imaginative ideas from a wide range of people. Promote an environment where all colleagues feel safe to challenge</p> <p>Encourage measured risk taking and innovation to deliver better approaches and services</p> <p>Implement changes that transform flexibility, responsiveness and quality of service</p> <p>Ensure changes add value to the business and express clearly how and why changes are necessary</p> <p>Strong planning and organising skills and ability to multi-task</p> <p>Ability to use management information to assist planning of work and resource management</p> | <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> |
| Partnerships | <p>Significant experience of working in partnership at a strategic level.</p> <p>Influence external partners, stakeholders and customers successfully securing mutually beneficial outcomes.</p> | <p>E</p> <p>E</p> |

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| Commercial Environment/Results | Ability to meet deadlines and deliver the required results. | E |
| | Ability to maintain a clear overview of the issues affecting Children's Services and cared for children and care experienced young adults 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 |

| 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 workers type is flexible) | Fixed | Flexible X | Field | Home |