Northamptonshire Children's Trust

Job Description

Job Title: Strategic Manager Families First Programme

POSCODE: to be created

Grade: SM2

Overall Purpose of Role

- To engage with safeguarding partners in the development of NCTs approach to Families First helping them to understand the Families First Programme (FFP) requirements.

- To lead and co-ordinate the engagement and contribution of family help and children's social care in the families first programme (FFP), keeping the sector informed of progress and ensuring that the sector's voice and views are equal to the other organisations represented in the group.

- To ensure that the family help and children's social care is fully involved in the testing, trialling and implementation of the programme across all pillars.

The new end-to-end system will include 4 key elements:

- Locally based, multi-disciplinary family help services, providing intensive, non-stigmatising and effective support that is tailored to the needs of children and families.

- A child protection response carried out by social workers with greater expertise and experience, and access to dedicated and skilled multi-agency input, working with family help to protect children who are suffering or at risk of suffering significant harm.

- Greater use of family networks, with increased use of family group decision-making, facilitated by FNSPs to remove any financial or practical barriers family networks may face.

- Updated and strengthened local multi-agency leadership through changes to safeguarding partner arrangements.

We will co-design the new systems with local areas and using a 'test and learn' approach to delivery ahead of any further roll-out. We will regularly share insights from the programme with the wider sector and partners to support all areas to progress towards our service transformation vision.

In November 2024, the DfE published 'Keeping Children Safe, Helping Families Thrive - Breaking down barriers to opportunity'. This document sets out the government's plans to implement reform in social care, using learning from Pathfinder as part of their evidence base. In March 2025, the DfE published 'The Families First Partnership Programme Guide'

Main Accountabilities	
1	Be fully responsible for all aspects of service delivery and performance management of the FFP programme. To set clear key objectives for the short, medium and long term including overall business performance and improvement targets. Includes: • Asset and Resource Management – accountability for all financial outcomes of the allocated area. • People – by engendering respect for those we work with and for, add value to the talent of the organisation through people development and management of their performance. • Risk – to ensure the development and management of risk and business continuity strategies within the specified business plan.
2	To lead the service areas preparation and action planning for Ofsted inspection outcomes, including any DfE requirements.
3	To be responsible for ensuring the highest quality of service for the Independent Reviewing Officer function and associated support functions, e.g. Independent Visiting, Looked After Child Advocacy functions.
4	To be responsible for the ensuring the highest quality of service for the FFP programme ensuring partner engagement with this statutory requirement.
5	To deliver an efficient, project team ensuring that all matters are managed within the appropriate project parameters.
6	To oversee and deliver the family help and children's social care approach to the FFP. Producing regular, clear reports to senior leaders regarding the progress, including building repository of resources to support the programme development.
7	To proactively contribute towards the work of the Northamptonshire Safeguarding Children Partnership by ensuring progress of the team is reported into NSCP.
8	To establish and develop a positive climate for direct delivery. Learn and gain from shared experiences, using the outputs of which to be harnessed and incorporated into service delivery strategies and ways of working through network governance of public, private and voluntary sectors.
9	To ensure that the Service is responsive to the needs of children and families and that their views and thoughts are represented in the wider improvement activity of the Trust.

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 needed for this post

Qualifications Required	Subject	Essential/Desirable
Appropriate professional	Social Work	Essential

qualification e.g. DiPSW, CQSW, CSS		
SWE Registration	Social Work	Essential
Management Studies e.g. PgCMS, PgDMS, MB	Management Studies	Desirable

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

Identify	**Details**	**Essential/Desirable**
Knowledge		
Children's Social Care	Extensive knowledge of statutory responsibilities in Children's Social Care.	Essential
	Extensive experience of managing service at a senior level in a social care or related setting.	Essential
	Detailed knowledge of the Government's FFP.	Essential
	Experience in the strategic development of services in a social care or related setting.	Essential
Skills		
	The ability to forge and maintain solid working relationships with internal and external partners at a senior level.	Essential
	Excellent written and interpersonal skills. Able to produce clear reports detailing complex situations, able to present with clear analysis and recommendations. Solid presentation skills able to present at all levels and gain buy-in to change.	Essential
	Able to drive performance and improvement across a complex service area, through solid operational and management skills.	Essential
	A strong leader, one who can challenge performance and raise standards internally and with partners. Meets CFE leadership expectations, a role model for others.	Essential

Experience		
	Experience of motivating and developing others. Focused on improvements in Services for children and their families.	Essential
	Experience of managing a large and complex function, ability to deliver against an improvement agenda within a Children's Services setting.	Essential
	Ability to establish and develop monitoring systems for the continuous development of people and services.	Desirable
	Ability to risk assess whilst effectively developing and managing services and strategic priorities.	Desirable
	Experience of developing strong partnership services and relationships incorporating public, private and voluntary sector services.	Desirable

Disclosure level	
What DBS Level is required for this post?	
None	☒
Standard	☐
Enhanced Child Only	☐
Enhanced Child/Adult Bar	☐
Working Arrangements	
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	☒
Field	☐
Home	☐