

## Job Description

Job Title: Children's Social Care Development Academy Manager

POSCODE: CCC2734

Grade: P4

### Overall purpose of the job

Please write one or two sentences about why the job exists. Focus on the achievement of the key end results of the job.

This role is key in leading and driving a learning culture within Children's Social Care. Moving away from a compliance driven culture to one focused on learning and reflection creating the conditions where colleagues can thrive and flourish.

The post holder will be responsible for creating and managing the learning and development opportunities for the children's social care workforce, supporting them to develop their knowledge, skills, and professional capabilities.

They will lead a development academy that supports social care practitioners to shape, develop and embed their practice by providing the resources and opportunities to develop the knowledge, skills and abilities to build trusted relationships with the families they work with and achieve the change needed be an outstanding council.

### Main accountabilities

Please list the accountabilities in descending order of priority. Please include 6-9 accountabilities.

	Main accountabilities
1.	<p><b>Manage and lead the Children's Development Academy</b> Set up and lead the operational delivery of the Children's Social Care Development Academy, providing effective leadership, direction and management of people and resources within the Academy. As a line manager, support and develop the academy team, ensuring they are able to be positive role models for the children's workforce and proactively manage any employee management related matters ensuring that these are managed according to the Council's employment policies.</p> <p>Ensuring that resources are used to optimum efficiency including authorising and managing expenditure within budget.</p> <p>Provide professional supervision within the academy, modelling good practice and reflective supervision skills.</p>
2.	<p><b>Identify learning requirements at a service level</b> Work with senior managers and L&amp;D Colleagues to analyse and understand learning requirements for the Children's workforce including social workers, child practitioners/family support workers, personal advisors, conference chairs and other specialised roles, and, together with senior managers, quality assurance and learning and development colleagues, develop and deliver our action plan for workforce development aligned to the council's People Strategy.</p>

	<p>Lead on identifying and developing plans to address learning needs as highlighted through case audits, employee and public consultation, performance data and colleague development conversations, maximising the use of internal expertise and current practice to contribute to the learning and development of others.</p> <p>Contribute to quality assurance / audit activity across Children’s services ensuring academy learning offers support to identified gaps in knowledge/ skills or practice.</p> <p>Actively consider the impact of systemic and everyday racism, oppression and discrimination upon the lives of children and families and the impact and learning about professional practice in this context, ensuring this is incorporated into the learning offer.</p>
3.	<p><b>Strategic development and growth of academy offer</b>          Maintain an excellent grasp on the bigger picture for the Service, Directorate and Council; evidencing a keen political knowledge and awareness and excellent contemporary, relevant and evidence based professional knowledge.          Lead on the development and delivery of social work apprenticeships within the Children, Education and Families.</p> <p>Ensure the Academy offer is aligned to the councils People Strategy, and the Children’s Education and Families workforce plan.          Lead conversations and drive forward agreed proposals to expand or adjust the academies offer to align with future service priorities.</p>
4.	<p><b>Learning delivery</b>          Provide and promote engaging learning interventions that develop effective, evidence-based practice to support the advancement of the skills and proficiency of the Children’s Social Care workforce.</p> <p>Keep up to date with research and practice developments and ensuring colleagues have the skills to use research effectively whilst ensuring close links with Teaching Partnership and other key partners.</p> <p>Ensure effective induction programmes are in place for all learners entering the academy in the Children, Education and Families Directorate and that these are responsive to service and practice developments.</p> <p>Providing leadership as an experienced and qualified social worker for: Children’s Social Worker Induction programmes, including social workers recruited from abroad; the Children’s ASYE programme, and social work apprenticeships as well as ensuring that children and young people and practitioner perspectives are central to the delivery of an effective learning and development programme for the Childrens workforce.</p>
5.	<p><b>Learning Evaluation / Return on Investment (ROI)</b>          Lead on developing systems for evaluating the effectiveness and impact of learning interventions including how they improve outcomes for children.</p> <p>To lead on the development and implementation of evaluation of the effectiveness of training and development initiatives on practice and on staff retention and ensure effective procurement of workforce development delivery programmes.</p>
6.	<p><b>Social work excellence</b></p>

	<p>Access and utilise local, regional, and national networks to share information and experience in delivering best practice in social work provision, including ASYE, students and social work apprenticeships, and develop local networks where relevant.</p> <p>Ensure that social work values and ethics alongside our and values are embedded in our workforce and practice development work and evidenced through the practice that we quality assure.</p>
7.	<p><b>Continuing Professional Development (CPD)</b></p> <p>Undertake and make time for learning interventions and constructively participate in meetings, supervision, seminars and other events designed to improve practice and assist with the effective development of the post and post holder.</p>
8.	<p><b>Equality, Diversity and Inclusion</b></p> <p>Demonstrate an awareness and understanding of equality, diversity and inclusion. Actively model and promote anti-racist practice and ensure the councils commitments to EDI are evident throughout all the academies programmes.</p>

**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

Qualifications Required	Subject	Essential/ Desirable
Social Work England recognised social work qualification	Social Work	Essential
Social Work England - active registration	Social Work	Essential
Evidence of continuing professional development pursuant to a specialist level of knowledge	Social Work	Essential
A social work Practice Educator qualification Or Post qualifying Social Work qualification	Social Work	Essential
CIPD Level 7 Advanced diploma Human Resource Development or equivalent	Human Resources Development / Learning and Development	Desirable

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

Identify	Describe	Essential/ Desirable
<b>Knowledge</b>		
Legislation, government policy and practice guidance	In-depth knowledge of all applicable legislation, government policies and guidance for delivering Childrens services, safeguarding children at risk and the factors which lead to positive outcomes for children and young people. 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
Anti-discriminatory Practice	In-depth knowledge, commitment to and ability to deliver learning programmes to others around issues of equality, diversity, and anti-discriminatory practice and behaviours in the workplace.	Essential
Knowledge of a broad range of models for delivering adult learning and training evaluation techniques including a range coaching/ learning models and their practical application.	In depth knowledge of the strategies, tools and techniques to build management, coaching and mentoring capability across the organisation. Including how to critically evaluate and apply theories, concepts. Understanding of the	Essential

	<p>psychology of learning as well as current and future trends in adult learning and how to integrate into an organisations learning approach.</p> <p>Learning design principles and methods aligned to learning strategy.</p> <p>Complex facilitation techniques and when to use them.</p>	
<b>Skills</b>		
Delivery of engaging learning that effectively develops the participants knowledge, skills and behaviours.	Able to design and deliver engaging learning sessions, with appropriate sequencing, spacing and repetition to support participants to learn effectively.	Essential
Proven ability to Coach/Mentor	The use of coaching and mentoring skills to support the development of colleagues and to embed newly acquired learning into their practice	Desirable
Excellent planning, project management, prioritisation and organising skills.	The ability to plan 12 months plus programmes, ensuring enough flexibility to respond to emerging priorities, whilst delivering efficiently to time and within resource / budget allocated.	Essential
Demonstrate the ability to work in partnership with key customers to deliver workforce development outcomes.	Able to work with a wide range of colleagues and professionals to understand and diagnose learning needs aligned to business priorities and develop appropriate interventions.	Essential
Ability to form effective collaborative partnership with a range of different stakeholders	Able to work with a range of colleagues with an innovative and solution focused approach.	Essential
<b>Experience</b>		
Social work experience	At least senior social worker, and above, with extensive experience of complex child and family work and line management responsibilities.	Essential
Innovative delivery of a learning strategy	<p>Significant experience of innovative delivery of Social Care Learning and Development</p> <p>Experience of developing and implementing a learning/ training strategy.</p>	Essential
Developing learning solutions	Extensive experience in developing best practice learning and development solutions that meet business requirements	Essential
Budget management	Experience of effectively managing a training budget.	Essential
Leadership in a learning and development environment	Track record of leadership and development of high performing learning and development team to deliver the requirements of an organisation undergoing change.	Essential

Experience of evaluating quality learning interventions to demonstrate return on investment and value for money.	Evaluation of training and learning, reporting return on investment /expectation. Extensive experience of the evaluation of training and learning needs across a multi sited business.	Essential
Quality assurance of learning	Experience of quality assuring the learning offer and measuring impact in line with continuous improvement framework.	Essential
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.	
<b>Safeguarding</b> (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

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

### Work type

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
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