

Role Profile

JNC1



Job Title	Service Director Children's Social Care and Preventative Services
Post Number	CYP1020
Reports to	Executive Director - People
Department	People Department
Division	Children's Social Care and Preventative Services

This role profile has a Role Purpose and Core Accountabilities which generically describe the responsibilities typically found in jobs at this grade, the majority of which will be applicable to the specific role.

Role Profile

Strategic leadership and delivery of a substantial group of services which form a division or Service Area, developing strategic recommendations and policy and providing specialist advice and expertise to ensure that agreed service outcomes are delivered in accordance with legislation and the Council's strategic directives.

Roles will form part of the senior management network at the Council and will be focused on large and critical service areas, generally delivering and shaping service provision, whilst supporting the wider leadership of the Council. They will provide professional leadership for their area and are required to work across the Council and shape services across external networks, to affect strategic goals, development, place shaping, change and successful collaborative service delivery. These roles will actively promote the Council, living the Council's values and demonstrating the Council's behaviours.

Roles typically report to an Executive Director or a Director.

Core Accountabilities

- Lead the shaping, communication of clear vision and the implementation for change and transformation activities across the service, ensuring continuity in performance, statutory compliance and financial targets, and the continuous improvement of service standards.
- Develop strategic plans whilst formulating and implementing targets and objectives to deliver the Council's strategic directives within the managed area and the wider council.
- Lead the delivery of a substantial and complex group of services that has a considerable impact on the Council, its finances, and residents, developing and controlling detailed strategic and tactical plans to ensure all relevant service activities are delivered to the required standard.
- Lead the allocation and prioritisation of available financial, physical, and human resources, activities, and projects to drive efficiency and effectiveness for the overall service. Develop and recommend appropriate organisation structures, compliance standards and work processes within the managed area to meet the service and legislative requirements. Control the financial expenditure and integrity of the service area to assure compliance with regulations, Council policies and value for money.
- Lead, motivate and develop staff, ensuring that they are effectively deployed and developed to support a culture of high-quality performance, accountability, and continuous improvement to deliver the Council's strategic objectives and meet the needs of residents. Identify and analyse more systemic performance issues in order to role model a vision of a positive culture of performance and productivity.
- Provide strategic advice and expertise across the council in order to develop and propose solutions to associated service/council wide issues.
- Cultivate and sustain significant relationships with services from within the Council and external stakeholder networks in order to develop effective partnership working and create cohesive solutions which promote the best interests of the Council, its residents and the wider region.

- Provide significant support to Elected Members including the analysis of risks and opportunities on strategic issues that affect the Council and its reputation. Prepare and present operational briefings and reports and make transparent recommendations on issues relevant to the service area, to enable Elected Members to scrutinize and make informed decisions.
- Develop and implement a comprehensive risk management programme to evaluate risk, service delivery trade-offs and make changes to established plans in order to react to significant challenges, opportunities or threats. Anticipate, analyse and advise stakeholders on issues related to regulations and standards to mitigate risks or in response to a changing strategic landscape, and investigate any areas of concern, developing policies to support the delivery of Council objectives and plans that comply with relevant legislation and statutory requirements.
- Lead or sponsor complex, multi-faceted projects and programme boards delivering organisational development and innovation, to ensure vision and future shape of services are at the forefront of the work.
- Responsible for the equality performance of activities and premises under their control, ensuring that robust Equality Analysis is carried out as part of policy development, review and change, and that regular equality, diversity and inclusion performance measures and consultation results identify imbalances in outcomes related to protected characteristics and socio-economic factors and changes are implemented to address these imbalances where appropriate. Ensure that managers are aware of their equality responsibilities and are provided with suitable training, information, supervision and systems of work in respect of all aspects of equality, diversity and inclusion.
- Provide the leadership to enable South Gloucestershire to become carbon neutral and contribute to the Climate Emergency Action Plan.

Job Specific Information

Role Purpose

This role directs, leads and determines service delivery strategy and operational provision to meet the full range of children's and young people's needs within national and local performance and regulatory standards. The role has accountability for the leadership of services to improve outcomes for all children and young people living in South Gloucestershire.

Specifically, you will be expected to ensure that the Council provides a consistently good quality service that protects and promotes the safety and wellbeing of children; in particular, those most at risk of harm or poor outcomes.

Deliverables

- You must ensure that statutory childcare services are fully compliant with legislation and national policy guidance and the safety and wellbeing of children and young people is secured by robust and consistent adherence to the Council's policies procedures and standards of practice across all services.
- You will interpret national strategy for children and young people and manages a function of managerial, operational and front-line staff to deliver local priorities within this framework.
- You have strategic decision-making accountability for specialist children and young people social care services which ensure vulnerable children are protected and supported through the provision of high-quality assessment and commissioning of high quality services across the authority.
- You are accountable for delivering frontline safeguarding services. The role has specific authority wide responsibility for the strategic oversight and statutory decision making for child protection, children looked after and children in need, as well as being the agency decision maker for children to be placed for Adoption. In addition, the post has responsibility for the early help services provided or commissioned by the council and 0-25 Disability Services.
- You will sit on the board of Directors for Adoption West, which requires registration as a Company Director with Companies House.
- You will take the lead to promote, foster and sustain effective relationships with partners, internal and external to the council, to secure strategic influence in relation to children's services.

Dimensions of the Role

This division has 463 postholders (370 Full Time Equivalent posts) and you have accountability for the full range of children's and young people's integrated services, including:

- Access and Response - Managing initial preventative and social care contacts – screening and assessment including child protection investigations.
- Social Care Long Term – Consisting of a number of locality teams (north south and central) covering Child Protection and Children in Need.
- 0-25 Disability Services – A Team working to improve outcomes and make a positive difference to the lives of children / young adults with disabilities who have health and social care needs.
- Corporate Parenting – Consisting of three teams:
 - Looked After Children - Manages children in care work and care leaver cases.
 - Fostering and Adoption - Recruitment, assessment and support of foster carers; assisting in family finding and matching of children and young people who need to be cared for outside of their family of origin.
 - Transition to Independence Service – Supporting children who are leaving care and other vulnerable young people.
- Preventative Services - Providing early intervention and preventative services, including Children's Centres, Parenting & Family Support and Youth services.

The divisional budget is £42 million per annum.

Knowledge / Skills / Experience

Essential Criteria (Requirements that must be met.)

- Relevant professional accreditation or the equivalent demonstrable knowledge and skill and proven experience in the managed area. Qualified and registered social worker.
- Authoritative knowledge and technical expertise in children's social care and the overall functional and business understanding needed to position the function across the organisation.
- Proven experience of delivering strategic policy direction and leadership, operational management and financial control within children's social care.
- Substantial level of strategic leadership experience, providing depth and breadth of knowledge to act with credibility at this level both internally and externally.
- Proven experience of strategic development across social care, understanding and influencing the interconnectivities.
- Substantial people management experience, including managing professional, qualified staff in a complex area. Ability to predict and plan for future. Persuasive and engaging - can hold people to account but also coach and develop a team.
- Experience of leading complex, multi-faceted projects delivering organisational development and innovation.
- Proven ability to identify, develop and sustain strategic partnerships both internally and externally. Act as an advocate for the council's best interests.
- Strong influencing and stakeholder management skills and the ability to build consensus at a political, senior and management level, to act for the council, influencing the external policy agenda. Experience of working effectively and impartially with elected members.
- Comprehensive understanding of local government's social and political role including knowledge of all relevant legislation, statutory guidance, local policy and procedures, national codes, and multi-disciplinary practice.
- Strong financial and commercial acumen with significant experience in strategically managing budgets and financial expenditure. Ability to identify and develop income generation opportunities.
- Extensive knowledge of delivering against equality, diversity and inclusion objectives within relevant service areas clearly using performance measures to identify imbalances and advance equality of opportunity for all.
- Experience of developing services to deliver the councils climate emergency pledge.

Desirable Criteria (Additional preferred requirements.)

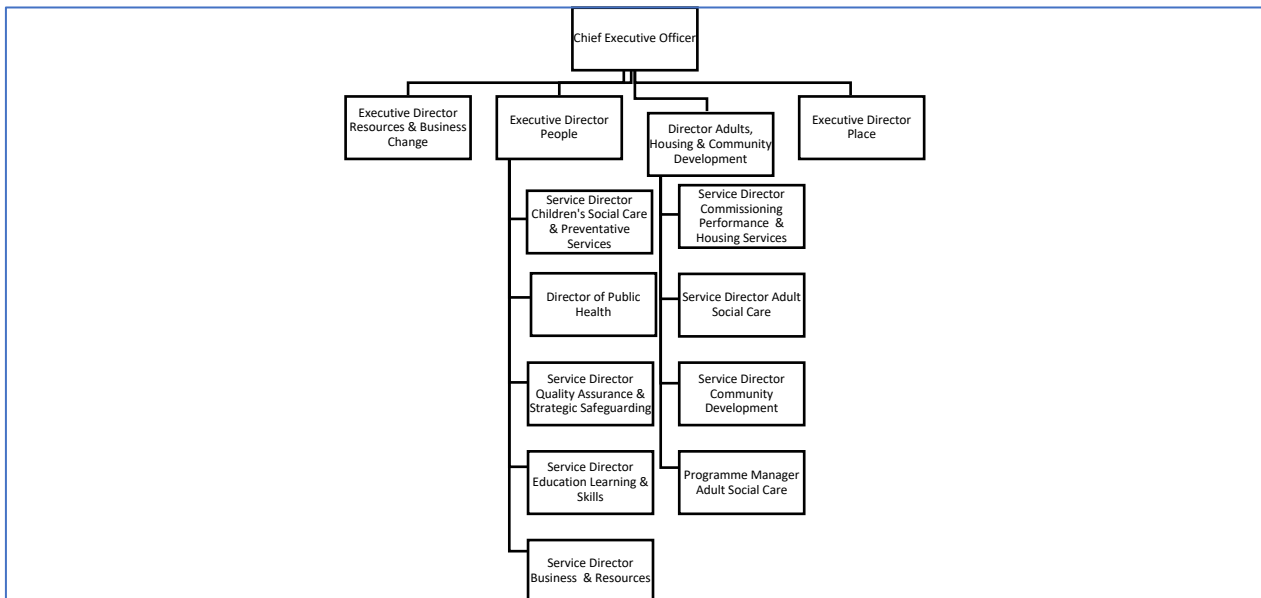
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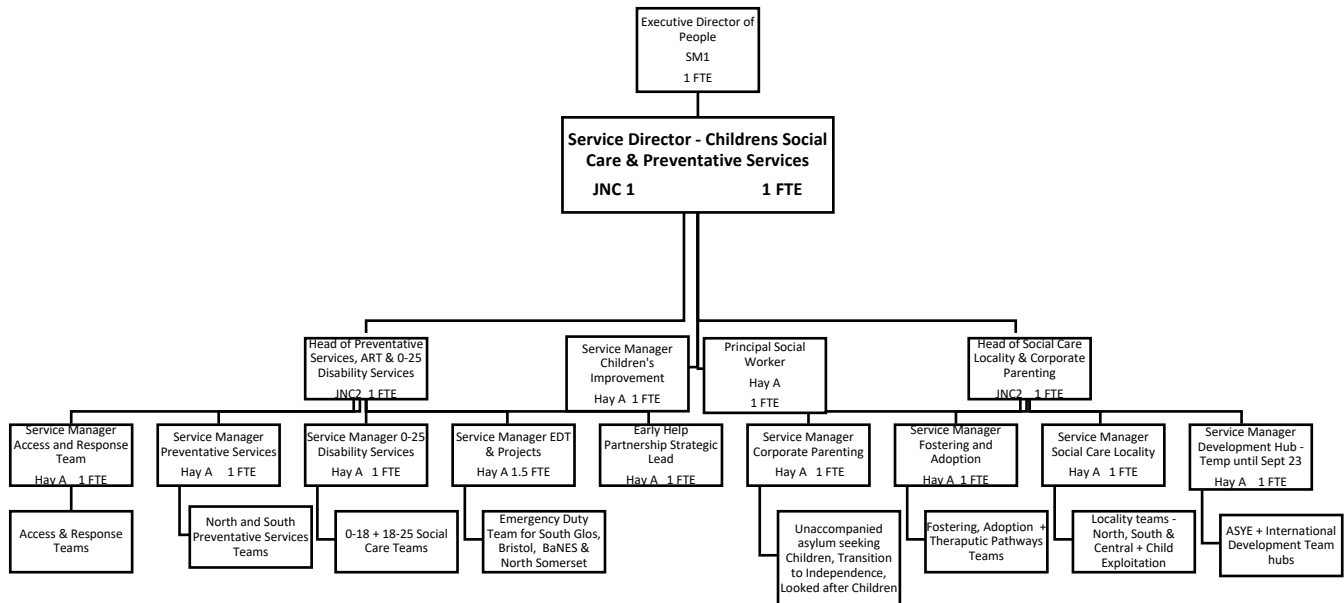
Key Behaviours

Our expectation is that our senior leaders operate at Level 3 in all parts of the councils [Behaviours Framework](#), which encompasses the following areas; Adaptable, Working Together, Community and Customer Focussed, Delivering Results, Empowering Others and Leading Others. It is particularly important for our senior leaders to role model in relation to 'Leading Others' so these expectations are set out below:

Behaviour	What we expect of our Senior Leaders:
Leading Others	<ul style="list-style-type: none"> You establish a culture where managers are able to support performance and challenge ineffectiveness You create a vision and plan to enable other managers to transform services You create strategies which provide realistic long term objectives and targets You establish a culture where people are challenged to improve their performance and that of the service. You create and sustain a working environment where people have stretching but achievable workloads You consult stakeholders in order to take complex and long-term decisions which shape services.

Organisation Chart





Department

People Department

People Department is led by the Executive Director and organised into two functional clusters which manage eight service divisions that work with key stakeholders and local communities to deliver the Council's key strategic priorities relating to people. We work to provide responsive, joined up and seamless support to our children, families, adult clients and communities in a way which puts them at the heart of everything we do. The Department promotes the health and wellbeing of all communities and individuals across South Gloucestershire.

Division

Childrens Social Care and Preventative Services

Special Conditions

Posts at this level are politically restricted.

Posts at this level are expected to work reasonable hours to discharge their duties.

You may be required to work from any of the Council's office locations and may be required to work outside of normal office hours on occasion.

You will be required to join the council's Emergency Co-ordination Officer ("ECO") duty rota as first responder strategic lead for major incidents. Full training will be provided.

Validation Date: 28 January 2013

Updated: 11 July 2023