

Job title: Head of District Strategy & Delivery (Strategic lead for children's Early Help, Safeguarding and Children in Care)
Grade: 15

Our Vision

An innovative, ambitious, and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth.
- Live in thriving and sustainable communities
- Be healthier and more independent for longer.

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens.
- Courageous – We recognise our challenges and are prepared to make courageous decisions.
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

Our aim is to create an environment where families are supported to stay together safely and live well in their communities by building on their strengths.

This is the right thing to do. Families tell us they do not want to be in services and evidence says that lives are better when needs can be met early within the family or community. Working in this way is also more sustainable. We can

support more families to live better lives if we focus on addressing needs as early as we can.

To achieve our ambition, we have created a bespoke model of delivery for Children's Services, which breaks down silos and imbeds a place-based approach. All services related to children, are now based in each district and include Early help and prevention, Safeguarding, children in care and care leavers, SEND and inclusion. Each district has a District Lead (Head of Service) who is responsible for ensuring that services and partnerships wrap around the needs of a child and help is provided at the earliest opportunity. Our ambition is to ensure that a child and family must only tell their story once, and professionals work around the child and family's needs to provide support using a restorative approach.

The Head of District Strategy and Delivery plays a key role in ensuring a seamless and consistent services across the eight districts in Staffordshire. This is a strategic role which aims to achieve excellence in operational delivery of Children's Early Help and Safeguarding Services across the county.

You'll have the ability to empower staff and will play a significant role in maintaining the momentum of positive change we've created. You'll bring a strong track record of delivering and sustaining the highest quality safeguarding, protection, care and provision for vulnerable children. The role requires a standout candidate with strong experience and expertise in actively listening to the voice of children, young people and their families, and putting this at the heart of service priorities and delivery.

Reporting Relationships

Responsible to: Assistant Director for Children's Social Care

Responsible for: The strategic leadership and operational management of the 8 District Leads (Heads of Services).

About the role:

Through the leadership and management of the 8 District Leads this role will be accountable for the strategic leadership and quality of practice of Staffordshire's Children and Families Services across the 8 Districts.

This is a key role in ensuring that all children, young people and families which engage with Staffordshire's children's services within a District are provided with a high-quality service at the earliest opportunity. This role should promote and encourage, consistency of practice, lead partnership working and advocate for a learning culture informed by performance and data and supported by a range of quality assurance functions in each District.

This role will be the accountable lead for Staffordshire County Council's statutory Early Help Offer and they will also ensure that all of the statutory responsibilities for children supported by the Districts, are fulfilled and understood by internal and external partners and stakeholders.

The role will be responsible for the leadership, management, supervision and performance of the team of 8 District Leads, promoting innovation, creativity and a clear vision for high support and high challenge.

This role will work strategically across the children's services system with partners, the District Leads and the Central functions to improve outcomes for children, young people and families. The relationship with the AD Commissioning & Partnerships will be vital to ensuring a holistic approach is taken to our earliest and Early Help across the system. Reporting into the Assistant Director for Children's Social Care they will provide insight and evidence on emerging risks, performance issues and quality of practice ensuring that the service delivery is of high quality and robust.

Key Accountabilities:

1. As part of the leadership of the Children's System work collaboratively to ensure that we deliver our vision, aspiration, and outcomes. Working to create a culture of innovation, an environment of trust and a system where we challenge and support each other to drive improvement and encourage learning.
2. To lead, manage and motivate the 8 District Leads and their staff teams to ensure a consistent high quality response and support is provided across the system, to ensure that the needs and aspirations of children , young people and their families are identified and met.
3. Leading and ensuring appropriate delivery of Staffordshire County Councils Early Help offer, and in partnership with the AD Commissioning and Partnerships ensuring a holistic approach to earliest and Early Help is developed and implemented.
4. Promoting and supporting the delivery of a whole system approach in accordance with current legislation, statutory guidance, and best practice.
5. To empower the District Leads, partners and other key agencies to provide high support and high challenge in relation to life changing decisions for all children, young people and their families.
6. To lead an outcome-based model of performance which is informed by best practice, lessons learned, key learning from practice reviews and the use of appropriate data which then feeds the strategic needs analysis and service design and delivery.
7. To provide mentoring, coaching and clear strategic leadership that promotes an ethos of outcome focused practice across the children's services system.

8. To provide advice, support, and challenge to District Leads on complex issues as they arise, ensuring that appropriate central functions are engaged and that decision making across the system is robust.
9. To manage and delegate the agreed budgets ensuring mechanisms are in place to monitor and manage pressures, identify any efficiencies, and ensure that resources are allocated appropriately and are flexible to meet changing needs.
10. To work collaboratively with internal and external commissioning colleagues to identify gaps in support to enable the effective commissioning of provision across the districts.
11. To provide leadership to the District Leads ensuring that all aspects of the operational service is informed by specialist advice, recommending improvements and changes in relation to the District Model, sharing best practice through reports and presentations to Families & Communities Senior Leadership Team, Elected Members and partners as appropriate.
12. To lead on key pieces of work linked to improvement and learning, including work with a range of partners and commissioners to champion and promote improved outcomes for children, young people and their families.
13. To be an advocate and champion for the voice of children, young people and families promoting communication, and engagement which ensures that children and young people, parents, carers and families can inform, influence and shape the Families and Community agenda.
14. Undertake any other reasonable duties commensurate with the grade and nature of the post including Deputising and representing for the appropriate Assistant Director as required.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council's climate change strategy.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.

Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.






The content of this Job Description and Person Specification will be reviewed on a regular basis.





Person Specification

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
 	Qualifications/Professional membership <ul style="list-style-type: none"> Degree or equivalent level qualification. A qualified and registered Social Worker. A relevant professional/management qualification or evidence of substantial management training 	A A A
  	Knowledge and Experience <ul style="list-style-type: none"> Substantial post qualification experience within children social care Substantial experience of managing children's social work services. Substantial supervisory and management experience and knowledge of relevant HR guidance and procedure relating to people management. Experience of successfully leading, managing and motivating a high performing team Substantial experience of managing investigations and complaints Knowledge, understanding and experience of working with relevant legislation policy and procedures Good working knowledge of Looked After Children and Care Leavers agenda Detailed knowledge of National Minimum Standards and associated Regulations in relation to Fostering, Adoption and Children's Residential Services Detailed Knowledge in the discharge of the Agency Decision Maker Role and Responsible Individual for Regulated Services. Proven experience of successful inter-agency and partnership work, building relationships and trust Proven ability to embrace innovative practices and developments, lead change and project manage/ pilot new initiatives Proven ability to embrace innovative practices and developments, lead change and project manage/ pilot new initiatives. 	A A A&I A&I A A A A&I A&I I I I I

	<ul style="list-style-type: none"> • Ability to make sound judgements and hold risk appropriately based on analysis of the relevant facts in planned and unplanned circumstances. • Proven track record of developing and implementing strategy and policy and the ability to convey a clear vision and provide strategic leadership. • Successful implementation of effective outcomes in a cost-effective manner. • Experience of implementing organisational goals and objectives in a complex environment. • Significant experience of having worked effectively at operational management level. • Experience of successful multi-disciplinary, multi-agency and partnership working. • Demonstrable financial management experience, including managing and monitoring staffing and procurement budgets. • Demonstrable experience of successfully leading, managing and motivating a high performing team. • Experience of managing complex people management issues. • Ability to foster and champion innovation, leading to the successful delivery/commissioning of innovative best in class services, further enhancing the County Council's reputation. • A thorough understanding of the current challenges facing local government generally, and Staffordshire County Council in particular, coupled with financial and commercial awareness. • Knowledge of systems and processes to facilitate improvement in service quality and performance; 	<p>A & I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
  	<p>Skills</p> <ul style="list-style-type: none"> • Proven leadership qualities and the ability to inspire and motivate. • Strong inter-personal skills with proven ability to develop and sustain effective relationships. • High level analytical, presentational and communication skills • High level risk assessment skills. • Knowledge of systems and processes to facilitate improvement in service quality and performance • Ability to work under pressure in potentially stressful situations and meet competing deadlines. • Ability and experience of using IT systems • Excellent communication skills both verbally and written. <p>Supportive and committed to personal and professional development.</p>	<p>A&I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>A</p>



If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting
Talent & Resourcing Team 01785 278300