

Job Title Deputy Director for Children and Families

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 the people of Staffordshire
- 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.

We will continue to build a strengths-based approach which will promote a culture of inclusion and support to enable children to achieve their best outcomes.

About the Role

The Deputy Director role is a key part of the leadership team reporting directly to the Director for Childrens and Families. They will be directly responsible for driving the culture change and organisational remodel required to improve children and family services in Staffordshire. The Deputy Director will ensure we are able to meet the expectations of the new policy requirements set out in Keeping Children Safe, Helping Families Thrive and will be the strategic lead for embedding a new practice model across the organisation.

The expectations of the role are significant being responsible for the Principal Social work function, performance and quality assurance including the strategic leadership of the Independent Reviewing Officers and Child Protection Chairs.

It is an incredibly exciting opportunity for an experienced leader who has delivered improvement or who understands the conditions necessary to create outstanding systems for children and families where staff are engaged and supportive of the changes and are consulted on them.

This role will make a significant impact on practice across the whole children and families system and make the links between community based services, with schools being central, connecting and building a truly inclusive approach to all that we deliver.

Reporting Relationships

Responsible to: Director for Children and Families

Responsible for: Principal Social Worker and Practice Excellence Lead, Risk Management Co-ordinator, Head of Intelligence, Performance and Engagement

Key Accountabilities:

1. Act as Deputy for the Director for Children and Families;
 - Decision making in accordance with the statutory authority of a Director for Childrens Services on behalf of the Director for Childrens and Families
 - Responsible for the delegated budget for the Directorate on behalf of the Director for Childrens and Families
 - Performing agreed statutory duties of a Director for Childrens Services which may require communicating or acting on behalf of the Director for Children and Families
 - Authority to direct, co-ordinate and support the Assistant Directors on behalf of the Director for Children and Families
 - Representing or leading agreed meetings and activities on behalf of the Director for Children and Families.
 - Representing the Children and Families Directorate on agreed external bodies and functions.
 - Supporting the Director for Children and Families in resolving confidential issues or in the consideration of complex solutions.
 - Liaise with Members in the capacity as Deputy to deal with complex problems or circumstances.
 - Any other duties that the Director for Children and Families may consider appropriate to delegate to the Deputy.
2. As part of the council's Wider Leadership Team strategically lead outcome focused performance improvement, working with our children, families, and communities in the production and approval of strategies and plans which are consistent with the overall aims and objectives of the Council, delivering a whole-system, child centered approach to ensure every Staffordshire child and Young Person the best start in life and the chance to achieve their potential.
3. Develop Staffordshire's response to Keeping Children Safe, Helping Families Thrive and any subsequent development and implementation into practice of

an appropriate, evidence based theoretical social work practice model to drive improvement at pace and deliver practice excellence.

- 4.** Promote excellence and provide strategic leadership for the development and delivery of social work practice standards and associated policy ensuring statutory requirements and professional standards are met and colleagues are supported in their practice.
- 5.** Lead an effective quality assurance strategy and associated frameworks and systems to improve the quality of social work practice and outcomes for children and young people.
- 6.** Ensure appropriate arrangements are in place to effectively discharge the Councils statutory duties in relation to the provision of a Local Authority Designated Officer and Principal Social Worker.
- 7.** To be an advocate and champion for Staffordshire and the voice of children, promoting communication, and engagement which ensures a systemic approach to children and young people, parents, carers and families informing, influencing and shaping the development and delivery of strategy so they are at the heart of decision making.
- 8.** Lead the development of ambitious systemic plans, programmes and initiatives, fostering a culture of continuous improvement to deliver outstanding children’s social care and improved outcomes for Staffordshire children and young people.
- 9.** Ensure the provision of professional insight, analysis and intelligence to support a learning culture and the identification of strategic, operational and financial risk to drive systemic performance improvement.
- 10.** Provide strategic leadership and direction to operational managers and their teams to develop and deliver high quality services and activities, across a range of functions, to improve outcomes for children and young people.
- 11.** Deliver on specified strategic and outcome focused objectives measured by KPIs ensuring value for money.
- 12.** Proactive and strategic long-term planning to efficiently and flexibly deploy resources ensuring the workforce and budgets are utilised effectively in response to changing requirements and considering national policy, insight

and guidance, the local context and the views of Staffordshire’s children and young people.

- 13.** Foster and enable relational, strength-based ways of working to deliver a whole system, inclusive, child centered approach whilst being a constant driving force in championing and role modelling a culture of ambition, courage and empowerment enabling effective creativity and innovation to drive continuous improvement.

Other Information

Political Restriction: This position is considered as a Politically Restricted Post under the Local Government and Housing Act 1989 and subsequent amendments introduced by the Local Democracy, Economic Development and Construction Act 2009.

The post holder will need to meet the travel requirements of the role locally, regionally and nationally.

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
   	<p>Qualifications/Professional membership</p> <ul style="list-style-type: none"> • Social Work qualification and registered with Social Work England OR experience of leading multi-disciplinary functions with an appropriate professional qualification in for e.g. education or health. • Degree or equivalent professional qualification or equivalent by experience. • MBA or recognised management qualification / experience. • Commitment to continued professional development. 	
    	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> • Proven track record of leading improvement across a large complex children’s system or experience and understanding of the expectations of the various regulatory contexts and the requirements needed to deliver improvement. • Significant experience of working at a senior level within Children’s Services and the ability to evidence impact of sustained and impactful improvement on outcomes for children. • Relentless focus on using data to drive performance and understand the impact of our work on children and families. • A demonstrable commitment to placing children and families at the heart of practice and strategy developments, ensuring the voice of children informs all activity across the directorate. 	

        	<ul style="list-style-type: none"> • Significant experience of using effective Quality Assurance frameworks to drive improvement and influence learning and workforce development. • Ability to drive a performance culture through the directorate and corporate system and the ability to engage partners in a collaborative approach to data sharing across all aspects of Children’s services and the wider partnership. • A detailed knowledge and understanding of primary legislation and statutory guidance in relation to the care and protection of children and safeguarding and how this translates into policy and practice which works with families • Experience of working in a complex political environment and providing sound advice & support to Elected Members with the ability to exercise good political judgement. • Substantial experience of creating and maintaining effective and influential partnerships and networks that work collaboratively to shape and deliver better outcomes for Staffordshire residents. • Ability to take account for a significant direct and indirect budget/spend demonstrating understanding of key drivers of financial management. • Intellectually curious & a proven track record of innovation and continuous improvement in communications, bringing in new thinking from outside the organisation. • Evidence of ability to work in a trauma informed and relational way. • Evidence of moving from thinking to action quickly, demonstrating appropriate balance between risk and opportunity. 	
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       	<p>Skills</p> <ul style="list-style-type: none"> • Emotional Intelligence demonstrated by being empathetic with colleagues to enable trust and transparency and collaboration. • matrix approach, eliminating the risk of silo working and ensuring any decisions take into account all stakeholders views. • Engenders and harnesses the hearts and minds of others, at all levels to the vision and outcomes of the organisation – creates ‘followership’. • Flexible, passionate and adaptive leadership approach that is genuinely interested and curious about others and what motivates/drives people. • Intellectual rigour, which is used to ‘cut through the noise’ to identify what the ‘real’ priorities are and harnesses key talent and capacity to deliver this. • Invigorates and refreshes people through demanding and continuous transformation maintains momentum and passion over the long term. • Visible presence and influence in the places that matter most, to secure outcomes. • Creates collaboration and commitment, through a diplomatic and engaging style balancing consequence appropriately. 	

 	<ul style="list-style-type: none"> • Believes in the art of possible, not the actions of the past. • Secures the trust and confidence of others by translating ambiguity and uncertainly into deliverable plans and priorities, actively challenging others to be their best all of the time, accepting failures and success as learning. 	
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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