

Job Title: Assistant Director for Children in Care and Care Leavers

Grade 16

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 Assistant Director for Children in Care and Care Leavers role is a key part of the leadership team reporting directly to the Director for Childrens and Families. They will support the culture change and organisational remodel required to improve children and family services in Staffordshire. The Assistant Director for Children in Care and Care Leavers will ensure we are able to meet the expectations of the new policy requirements set out in the wellbeing Bill- Keeping Children Safe, Helping Families Thrive and will be the strategic lead for driving improvement in services for Children in our Care and Care Leavers as well as specific work on coproduction and Voice of the Child.

The expectations of the role are significant being directly responsible for the leadership of all staff and services linked to Children in Care and Care Leavers.

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. Expertise in delivering outstanding services for cared for children is critical and an ability to engage children and young people, alongside wider partners across the local system, the region and nationally is essential .

The postholder will act as a strategic advocate for our children ensuring that policies and procedures reflect the need of Children in Care and Care Leavers, and all corporate and wider partners understand their duties and responsibilities.

This role is critical in further developing the corporate parenting and care leavers strategy, ensuring that there is a clear strategic ambition for our children in care including a clearly defined corporate parenting role across the council and partnership.

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: Care Leavers Team Manager, Head of Fostering, Head of Adoption & Kinship, Residential Lead, Team Manager (UASC)

Key Accountabilities:

1. As part of the council's Wider Leadership Team strategically lead corporate parenting for children and young people, working with our children, families, 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 improve outcomes for children within our care and care leavers.
2. Create and sustain influential relationships with a range of internal and external partners, stakeholders and our communities to create and embed a shared sense of purpose, responsibility and action to tackle barriers to opportunity to ensure children within our care and care leavers can thrive.
3. To ensure an effective relationship exists between Together4Children and the Local Authority by creating, developing and nurturing a strong partnership to ensure the best outcomes for Staffordshire children.

4. To be the Agency Decision Maker for Adoption, the Responsible Individual for Residential services and Responsible Individual for Fostering and ensure that Fostering, Adoption and Residential Services are compliant with National Minimum Standards and associated Regulations and the Councils statutory responsibilities for looked after children and care leavers are fulfilled.
5. Work with the Deputy director and practice lead, to 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.
6. To be an advocate and champion for Staffordshire and the voice of children in our care and care leavers by promoting communication, and engagement which ensures that children and young people, parents, carers and families inform, influence and shape the development and delivery of strategy and are at the heart of decision making.
7. Provide strategic leadership and direction to operational managers and their teams to develop and deliver high quality corporate parenting services and activities, across a range of functions, ensuring the needs and aspirations of children and young people needing care and support are identified and met.
8. Deliver on specified strategic and outcome focused objectives measured by KPIs ensuring value for money.
9. Supporting the Director for Children and Families by playing a key role in the journey to the Council providing outstanding children's social care in order to offer every Staffordshire child and Young Person the best start in life and the chance to achieve their potential.
10. 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.
11. 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.

12. Deputising for the Director for Children and Families and /or Deputy Director when required.

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











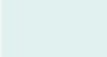
A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
   	Qualifications/Professional membership <ul style="list-style-type: none"> • Social Work qualification and registered with Social Work England • Degree or equivalent professional qualification or equivalent by experience. • MBA or recognised management qualification / experience. • Commitment to continued professional development. 	
    	Knowledge and Experience <ul style="list-style-type: none"> • Proven track record of strategically leading within a children's system using data to inform decision making. • A strong performance driven approach to delivery using data insights to improve delivery and inform service developments. • 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. • Evidence of working as a systems leader and examples of delivering wider system change as part of a multi-agency integrated leadership team. • Substantial experience of working at a senior level within Children's Services or a related field such as commissioning and the ability to evidence impact of sustained and impactful improvement on outcomes for children. 	

        	<ul style="list-style-type: none"> • 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 translation into policy and practice works with families. • A focus on evidence informed practice to lead service improvement and workforce development. • 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 moving from thinking to action quickly, demonstrating appropriate balance between risk and opportunity. • Has a relentless focus on prioritising along with embedding and evaluating performance routinely and regularly. • Evidence of ability to work in a trauma informed and relational way. 	
	Skills	

          	<ul style="list-style-type: none"> • Emotional Intelligence demonstrated by being empathetic with colleagues to enable trust and transparency and collaboration. • A 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 maintaining 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. • Believes in the art of possible, not the actions of the past. • Secures the trust and confidence of others by translating ambiguity and uncertainty 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