

**Job Title: District Lead**  
**Grade: 14**

## **Our Vision**

We have a clear vision for Staffordshire - 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.

## **Reporting Relationships**

**Responsible to:** Head of District Strategy and Delivery

**Responsible for:** District Managers who cover the following cohorts: Early Help, Child in Need and Children in need of protection, Children within our Care and children with disabilities, Care Leavers, and the coordination of EHC Plans for SEND across a defined geographical area.

## **About the role**

This role will provide leadership and coordination, in a defined district, of a range of functions and services to support families using a strength-based model which focusses upon building relationships via high support and high challenge with an overall aim of keeping families safely together.

The role will be responsible for the leadership, management, supervision and performance across the whole system covering all spectrums of need, ensuring that robust arrangements are in place to make best use of available resources, ensuring high quality support for children and families.

The role will be one of eight District Leads with a clear requirement to work alongside colleagues, promoting an ethos of a 'whole system' approach. Accountable to and line managed by the Head of District Strategy and Delivery, the role will form part of a wider leadership team, working in partnership with key central functions to ensure appropriate solutions are identified for our children and families. Role holders will also take the lead for critical business functions across the county, for example Legal Gateway meetings, Local Family Justice Board meetings and Best Interest Panel etc.

## **Key Accountabilities:**

- 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.
- To lead and motivate operational managers and their staff teams in ensuring high quality response and support across the system, for

example supporting children requiring early help through to those leaving care, within a defined geographical area.

- Establish a coordinated response and approach to early help, EHCP, social work assessments and care planning for those children who are; child in need, child in care or subject to a child protection plan in the district by promoting a whole system approach in accordance to current legislation and statutory guidance, good practice and local initiatives.
- As part of the Place Based Approach initiate, develop, and maintain effective and positive partnerships across the district to ensure an appropriate and coordinated approach to supporting children, young people and their families, ensuring that they get the right support, at the right time, avoiding duplication and delay.
- All staff members being aware of and adhere to the policy framework in which they are required to perform including statutory and regulatory inspection frameworks and feel empowered to act and make decisions within these parameters to achieve positive outcomes for children and families.
- To lead within the district an outcome-based model of performance which is informed by best practice, lessons learned, rapid reviews and the use of appropriate data which then feeds the strategic needs analysis and the service design and delivery.
- Within their district lead operational delivery that is aligned to the corporate strategy, strategic delivery plan and informed by national standards and therefore meets the needs of the district.
- 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.
- To work collaboratively with commissioning colleagues to identify gaps in support to enable the effective commissioning of provision within the district.
- To provide the functional leadership for the district ensuring that it is informed by appropriate specialist advice and recommending improvements and changes, sharing best practice through reports and presentations to Families & Communities Senior Leadership Team, Elected Members and partners as appropriate.
- 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, including as part of the out of hours on call duty Rota.

**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  |
|---|--|--|
|    | <b>Qualifications</b> <ul style="list-style-type: none"> <li>Degree level qualification or equivalent.</li> <li>Appropriately qualified and currently registered social worker</li> <li>A relevant professional/management qualification or evidence of substantial management training</li> </ul>   | A<br>A<br>A  |
|  | <b>Knowledge and Experience</b> <ul style="list-style-type: none"> <li>Substantial post qualifying experience of working in statutory social work services for children and families.</li> <li>Substantial experience of managing social work services for children.</li> <li>A proven track record in effective and professional management of Childrens services.</li> <li>A clear and demonstrable knowledge and understanding of the Early Help, SEND, children with disabilities and Care Leavers agenda</li> <li>Substantial supervisory and management experience and knowledge of relevant HR guidance and procedure relating to people management.</li> <li>Experience of managing investigations and complaints</li> <li>Proven experience of successful inter-agency and partnership work, building of constructive relationships and trust.</li> <li>Experience of partnership working and integrated service delivery</li> <li>Proven ability to embrace innovative practices and developments, lead change and project manage/ pilot new initiatives.</li> <li>Demonstrable experience of successfully leading, managing and motivating a high performing team.</li> </ul> | A/I<br><br>A/I<br>A/I<br>A/I<br><br>A/I<br>A/I<br>A/I<br><br>A/I<br>A/I<br>A/I |

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|   | <ul style="list-style-type: none"> <li>To have a comprehensive understanding of the needs and other vulnerabilities facing children, young people, and Families.</li> <li>Financial management experience, including managing and monitoring staffing and procurement budgets.</li> <li>Detailed knowledge, understanding of primary legislation and statutory guidance and translation into policy and procedures, and the development of such, in relation to the care and protection of children, safeguarding looked after children and SEND.</li> <li>Ability to make sound judgements and hold risk appropriately based on analysis of the relevant facts in planned and unplanned and unplanned situations.</li> <li>Knowledge and experience of managing relevant court procedures and processes</li> <li>Knowledge and understanding of mental health, substance misuse, domestic abuse, poverty and other vulnerabilities and how these impact on families</li> </ul>   | A/I<br><br>A/I<br>A/I<br><br>A/I<br><br>A/I<br>A/I                     |
|  | <b>Skills</b> <ul style="list-style-type: none"> <li>Proven leadership qualities and the ability to inspire and motivate.</li> <li>Strong inter-personal skills with proven ability to develop and sustain effective relationships.</li> <li>High level analytical, presentational and communication skills.</li> <li>High level risk assessment skills.</li> <li>Knowledge of systems and processes to facilitate improvement in service quality and performance.</li> <li>Ability to work under pressure in potentially stressful situations and meet competing deadlines.</li> <li>Ability and experience of using IT systems</li> <li>Excellent communication skills both verbally and written.</li> <li>Supportive and committed to personal and professional development</li> <li>High level of self – motivation and self-management skills</li> <li>Ability to travel to various locations as required both within Staffordshire and outside of the County (special arrangements can apply for people with disabilities)</li> </ul> | A/I<br><br>A/I<br>A/I<br>A/I<br>A/I<br>A/I<br>A/I<br>A/I<br>A/I<br>A/I |

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|  | This post is designated as a casual car user |  |
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