**JOB DESCRIPTION**

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| **Job Title:** Director of Children’s Social Care (Deputy DCS) |

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| **Job Purpose:**  A senior leadership role of Oldham Council working closely with the Chief Executive and Strategic Director of Children’s Services to deliver good quality services for our Children and Young People.  Responsible for the operational and strategic delivery of the Children’s Social Care function, taking the lead on advising the Strategic Director and Cabinet Members on all safeguarding and corporate parenting related issues and supporting the development, co-ordination and implementation of the Cooperative agenda, corporate strategies and policy that will ensure achievement of the corporate ambitions of the Council.  Responsible for the provision of professional leadership in children’s social care delivering the cultural change necessary to implement services which have children and families at the centre of everything we do. This will require modernising and transforming services as you drive forward a challenging agenda. |

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| Role Specific Accountabilities:  To provide leadership and direction to Children’s Social Care services as well as other services involved in the safeguarding and corporate parenting process.  To ensure the safeguarding of vulnerable children and young people including effective multi-agency safeguarding and child protection procedures and practice are underpinned by a robust Local Safeguarding Children’s Board.  To lead services supporting Looked After Children, to ensure children in the care of the Council fulfil their potential throughout childhood.  As DCSC lead on the GM Services for Children review, improve outcomes for children through greater collaboration, more effective use of existing services, implementation of more innovative approaches and development of an integrated approach to preventative services for children and young people.  To manage a diverse workforce of qualified health and social care professionals, non-professionally qualified and support staff across Children’s Social Care.  To develop and embed a culture which drives high performance and continuous improvement across the whole system, playing a key role in developing relationships, influencing and connecting people to deliver the best outcomes for children and young people.  Ensure both joint commissioning and joint delivery mechanisms are in place with local partners (e.g The Police, Health Services, CCG, Voluntary Sector) in order to integrate care, health and wellbeing services in line with statutory requirements.  To lead and champion the directorates new operating model and principles driving efficiency and innovation in service design delivering the objectives of the Children’s Transformation Programme in Oldham.  To monitor Children’s Social Care activity and trends to ensure sufficient Social Care resources are meeting localised demand.  Working closely with Elected Members to provide professional and technical advice to ensure Oldham Council’s objectives and key performance indicators are met ensuring that confidence in the services ability to deliver is maintained at the highest level.  Have a clear understanding of the inspection, quality and performance requirements to enable delivery of high-quality services, in line with agreed regulations and key performance targets. Where problems or pressures arise exception reports and remedial plans to resolve will be required.  The DCSC will be responsible for managing significant budgets ensuring that this is undertaken in line with the appropriate financial standards.  Ensure the provision of extensive engagement with our partners including schools and early years settings to support the delivery of the Oldham Family Connect Model.  Ensure that all services operate to the required corporate governance standards that are currently in place.  To deputise for the Strategic Director of Children’ s Services on social care issues as and when necessary  **Principal Accountabilities:**  Strategic Leadership  To contribute to corporate leadership as part of the senior management team, delivering the strategic plan; setting the agenda across Children’s Services through strong leadership, being a change advocate, forward planning, management and delivery against available, financial and people resources.  With vision and focus, lead the development and delivery of robust strategies and establish business and political priorities, which support the objectives and ambitions of the Council.  To lead a range of services, projects and initiatives that benefit the Council and as appropriate our communities, focusing resources through the effective redesign of services on preventative measures to reduce demand and promote self- serve.  Performance  To ensure performance management information is available and used to inform the budgetary review process.  Ensure through strong leadership that projects and initiatives are delivered on time to a high standard, driving efficiencies to achieve more with less, maximising budget availability and achieving high levels of performance from individuals and teams, as appropriate in line with statutory and regulatory requirements.  Working with fellow colleagues across the system to identify new opportunities to maximise efficiencies, continuously drive improvements and increase performance to deliver priorities ensuring services that are delivered or commissioned meet the highest possible standard and that all individuals take ownership and drive change.  Collaboration  To actively seek opportunities for establishing, building and maintaining successful relationships with partners, stakeholders and agencies in other sectors in order to identify opportunities to deliver services in an innovative way that secures a real improvement to public services and delivers efficiencies.  To act as a role model and promote excellent external relations by representing the Council at national, regional and local levels; promoting the organisation and influencing others to share the vision of Oldham.  General  Undertake any duties commensurate with the level of the post as required and as agreed with the post holder from time to time. |
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| **Standard Duties:**   1. To determine the strategic direction of all services within the division, and anticipate the influencing changes, both internal and external, to evaluate the risks and opportunities, and put appropriate strategies/plans into action. 2. To lead the management, development and continuous improvement of the services under your remit to develop and embed a high-performance culture, maximise efficiencies and deliver innovative and sustainable service improvements as well as establishing and a culture of continuous improvement. 3. To be accountable for service budgets, and directly influence the budget-setting and long term financial planning of the division/group and demonstrating value for money in the delivery of its services. 4. To work collaboratively across the Council to contribute to the strategic management of the Council, ensuring the delivery of agreed outcomes, targets and objectives as agreed by elected members. 5. Nurturing team development and embedding a performance culture by being responsible for clear performance management and service standards to deliver better outcomes through personal accountability, timely decision making, and dedicated team collaboration. 6. To drive and manage continuous service improvement, innovation, culture change, staff motivation and celebration of team successes. 7. To ensure that the directorate has commercial acumen and is focused on exploring new ways to reduce costs while improving efficiency and productivity through a range of approaches, including: the strategic re-design of services and their costs; the use of business and operational process improvements; the smarter use of technologies and the enhanced performance management. 8. To determine the year on year business plans and work programmes within the division, along side the Corporate Plan and Council priorities and ambitions, including regular monitoring and evaluation of progress and agreeing appropriate follow up action. 9. To undertake such responsibilities as assigned from time to time by the Chief Executive, including the performance of duties outside office hours, co-operating with the Council’s Emergency Planning arrangements, supporting the officer duties required for the election count, and assisting in the maintenance and development of business continuity plans / risk management. 10. Promote and support the Council and its partners in bidding for external funds and to ensure that any opportunities to secure external grant funding are maximised in conjunction with the submission of professional business cases (including appraisals, outputs, designs, plans and financial / sustainability assessments etc) in a timely manner. 11. To maintain awareness of external influences that may impact on service strategy and delivery and to plan accordingly. To identify, review and bring forward strategic options for the management and delivery of the service. 12. To develop new and enhance established partnerships to promote and secure agreed objectives for the borough to re-position the service and enhance its reputation with local communities and developers, but also with local, regional and national strategic policy, investment and partnership frameworks. 13. To promote a learning and development culture within the service and ensure that learning is embedded, captured, shared and applied within the Directorate and Council as appropriate. 14. To act as an ambassador and to lead by example to staff, stakeholders and partners on the values, attitudes and behaviours expected to demonstrate the high performance standards and excellent levels of service expected. 15. To understand and respect the roles of Elected Members, Portfolio Holders and MPs as decisionmakers and scrutineers, to develop, maintain and enhance effective relationships. 16. To actively promote the inclusivity, equality and diversity agendas in all aspects of service delivery |
| Responsible to:  Strategic Director of Children’s Services (DCS)  Responsible for:  The people and resources within Children’s Social Care. |
| Special Conditions:  DBS Disclosure Required  This is a Politically Restricted Post |
| Work Related Circumstances:  The post holder will be expected to travel within the Borough and nationally if required.  This is a senior position and will involve unsocial hours as and when required as well as appropriate call out arrangements.  The postholder will be required to undertake the role of duty controller on a rota basis across the borough. |

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|  | **DATE** | **NAME** | **POST TITLE** |
| **Reviewed** | August 2024 | Julie Daniels | Strategic Director of Children’s Services |

**OLDHAM COUNCIL**

**PERSON SPECIFICATION**

**Job Title:** Director of Children’s Social Care (Deputy DCS)

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|  | **Selection criteria**  **(Essential)** | **Selection criteria**  **(Desirable)** | **How Assessed** | |
| **Essential** | **Desirable** |
| Education & Qualifications | Educated to degree level or Equivalent.  Diploma in Social Work or Certificate of Qualification in Social Work.  Registered with the Health Care and Professionals Council.  Evidence of continuous professional development which reflects commitment to effective management in a large organisation. | Post graduate level qualification.  Appropriate management qualification | Qualification  Certificate  Qualification  Certificate  Application form  Application form and interview process | Qualification  Certificate  Qualification  Certificate |
| Experience | A demonstrable record of senior strategic leadership achievement and experience  In the field of children’s social care  Proven experience of working effectively and impartially with elected members and in supporting the democratic decision making process  Expertise in leading successful large scale organisation change programmes and commissioning significant service change.  Experience of strategic development and leading transformational change across multi stranded services/ organisations  A track record of significant achievement and service improvements that have delivered and improved organisation performance in Social Work.  Significant experience on leading focus visits and inspections with regulatory bodies  Experience of maintaining and sustaining change in a complex environment  Success in developing working relationships and partnerships, working collaboratively to deliver outstanding services.  Significant experience of resource management;  people, financial and physical  A successful track record of forging and maintaining working partnerships with communities / service users to ensure the development, design and delivery of services that reflect their needs in the field of children’s social care. |  | Through Interview process unless indicated otherwise |  |
| Skills & Abilities | Ability to lead, inspire and demonstrate commitment to achieve service development, transformation and improved quality.  Proven success in leading cultural change through innovative and creative ways to respond to and drive the cooperative ambition  Ability to develop strategies and translate them into effective operational plans  The ability to motivate, empower and direct staff to enable them to achieve the operational objectives.  Able to work flexibly across a broad range of services and disciplines.  Ability to communicate a compelling vision to key stakeholders internally and externally to achieve operational outcomes.  Business acumen from creating a commercial environment where the management of cost/budgets and customer satisfaction is paramount, and productivity is high |  |  |  |
| Knowledge | Experience of maintaining and applying up to date knowledge of current thinking and developments within the children’s social care  A detailed understanding of the governance arrangements required in a constantly changing environment.  Experience of service delivery within a commercially focused organisation | A broad knowledge of public sector service delivery; both directly and through commissioning | Through Interview process unless indicated otherwise | Through Interview process unless indicated otherwise |

**NB. - Any candidate that meets the criteria of our Guaranteed Assessment Scheme and meets the essential criteria will be guaranteed an interview.**

**Our Guaranteed Assessment Scheme supports candidates with disabilities, those who are aged 24 or under and have previously been in or currently in care, and those whose last long term substantive employer was the Armed Forces.**