

ROCHDALE BOROUGH COUNCIL

PERSON SPECIFICATION

Directorate:	Children's Services	Post:	Service Manager
Service:	Children's Social Care	Grade:	Senior Manager 2 (SM2)
Job Ref:	To be confirmed		

Note to Candidates:

The Essential Criteria are the qualifications, experience, skills or knowledge you must show you have to be considered for the job. The How Identified column shows how the Council will obtain the necessary information about you.

If the How Identified column says Application Form next to an Essential Criterion, you must include in your application enough information to show how you meet that criterion. You should include examples from your paid or voluntary work, or education.

The Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects staff to share this commitment.

	Criteria	Essential (E) Desirable (D)	How Identified: AF Application Form I Interview A Assessment
(a)	Special Working Conditions		
1.	Ability to work flexibly in accordance with the needs of the service, including working across locations within the Borough and participating in the out-of-hours senior management rota.	E	AF & I
2.	Commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.	E	AF & I
(b)	Qualifications and Experience		
3.	A recognised Social Work qualification and current registration with Social Work England.	E	AF
4.	Evidence of relevant continuing professional development and leadership or management development.	E	AF & I
5.	Significant leadership and management experience within statutory Children's Social Care.	E	AF & I
6.	Substantial experience of managing managers and leading staff within a complex service environment.	E	AF & I
7.	Experience of leading, monitoring and improving the quality, consistency and effectiveness of social work practice and service delivery.	E	AF & I
8.	Experience of successfully leading service improvement and organisational change, with evidence of improved outcomes for children and families.	E	AF & I
9.	Experience of workforce management, including recruitment, supervision, appraisal, staff development, performance management, engagement and workforce planning.	E	AF & I
10.	Experience of managing resources and delegated budgets, including monitoring expenditure and providing clear explanations of financial performance.	E	AF & I
11.	Significant experience of effective partnership and multi-agency working with internal and external stakeholders.	E	AF & I
12.	Experience of developing, implementing and evaluating service plans and translating strategic priorities into operational delivery.	E	AF & I
13.	Experience of involving children, young people, parents and carers in the development and evaluation of services.	E	AF & I
14.	Experience of managing complex complaints, enquiries and investigations within a professional service environment.	E	AF & I
(c)	Skills and Knowledge		
15.	Comprehensive knowledge and understanding of relevant children's social care legislation, statutory guidance, professional standards and regulatory requirements.	E	AF & I

	Criteria	Essential (E) Desirable (D)	How Identified: AF Application Form I Interview A Assessment
16.	Strong knowledge of safeguarding responsibilities and the statutory duties of Children's Social Care.	E	AF & I
17.	Ability to provide visible, credible and effective leadership, motivating managers and staff to deliver high-quality services and improved outcomes.	E	I
18.	Ability to provide effective professional oversight, appropriate challenge and sound decision-making to support high standards and consistent social work practice.	E	I
19.	Ability to analyse and interpret performance, quality and service information and use evidence to identify priorities, manage risk and drive improvement.	E	AF & I
20.	Strong strategic thinking, problem-solving and change-management skills, with the ability to translate organisational priorities into effective operational delivery.	E	AF & I
21.	Excellent communication, influencing and negotiation skills, with the ability to build effective relationships with senior leaders, elected members, staff, partners and communities.	E	AF & I
22.	Ability to manage competing priorities, risks and demands within a complex and challenging service environment.	E	I
23.	Ability to manage people, budgets and other resources effectively, ensuring services are efficient, accountable, and delivered within available resources.	E	AF & I
24.	Ability to promote meaningful participation by children, young people, parents, and carers in service development and evaluation.	E	AF & I
25.	Ability to contribute effectively at senior management level to wider Children's Services priorities, projects and continuous improvement activities.	E	AF & I
(d)	Behaviours and Values		
26.	Approach the job at all times using the Council's values: Proud of the difference we make; Passionate about the diversities of the Borough; Pioneering and open in our approach.	E	AF & I
27.	Demonstrates a strong commitment to improving outcomes for children, young people and families and places their needs at the center of service delivery.	E	AF & I
28.	Demonstrates inclusive, respectful and collaborative leadership and a commitment to equality, diversity and inclusive practice.	E	AF & I
29.	Demonstrates personal accountability, professional integrity, resilience and a willingness to challenge appropriately.	E	I
30.	Demonstrates a commitment to continuous improvement, learning, and the development of staff and services.	E	AF & I