

CESHIRE WEST & CHESTER COUNCIL

JOB DESCRIPTION

JOB TITLE: Senior Manager - Childrens Social Care

**EVALUATION
REFERENCE:** RARC 9126

GRADE: 15

RESPONSIBLE TO: Director of Childrens Social Care

JOB PURPOSE:

To provide high quality leadership in the delivery of services that helps and protects children, young people and their families. Ensure that all services comply with legislation, government guidance and council policies. Ensure that all services are outcome focused and that all staff are highly motivated, skilled and customer orientated. To work as a key member of the Management Team and wider Senior Leadership Team to deliver all aspects of the Councils Outcome Plan and the priorities agreed with partner agencies set out in the Directorate Plan and any other action plans specifically related to Children's Services. To work with partners to improve service delivery and integrated working where this benefits children, young people and their families

PRINCIPAL RESPONSIBILITIES

- 1 Provide senior operational leadership and management of family support and statutory services across a range of locally based and borough wide settings
- 2 Lead, develop and implement service development and improvement activity to achieve high quality and high performance
- 3 Lead quality assurance activity to ensure practice is of consistently high quality, meets all statutory requirements and complies with local policies and procedures
- 4 Ensure that all appropriate systems are in place to manage performance of services and individuals in your area and to address poor performance when required including with the Human Resources service
- 5 Ensure that there are effective systems in place to promote learning and development through supervision, appraisal, training using the directorate competency framework and learning and development plan
- 6 Ensure that all services work within the directorate business planning framework and all teams have clear objectives and service level, team level targets which are regularly monitored and reported
- 7 Ensure that services and teams promote and use best practice and that there are systems in place to evaluate the impact services have on improving outcomes

- 8 Ensure that services provide value for money and that all budgets are closely monitored and managed
- 9 Ensure that there are systems in place to enable service user views to inform service delivery and any service improvements required
- 10 Ensure that there are systems to ensure the LADO is informed of the need for investigation of allegations against professionals and carers
- 11 Ensure that all services are well prepared for external inspection from Ofsted and any other regulatory body
- 12 Ensure that any requirements following inspection are carried implemented and progress is reported to senior managers, and the political leadership team
- 13 Manage when required SLAs and contracts put in place to meet the needs of children and young people in Cheshire West and Chester
- 14 Ensure delivery, within the responsibilities of the post, of the commitment to equality of opportunity including all relevant Human Rights and Discrimination legislation
- 15 Advise the Director, Deputy Chief Executive and Elected Members on the strategic and operational matters related to the specific responsibilities of the post
- 16 Deputise as required for the Director, ensuring continuity of leadership and accountability

NOTE

Notwithstanding the detail in this job description, the job holder will undertake such work as may be determined by the Manager from time to time, up to or at a level consistent with the Principal Responsibilities of the job.

This role is a **flexible worker style** and this means that the role will work at the most effective locations and at the most effective times, respecting the needs of the task, the customer, the individual and the team. Many services and customers span across the Borough and therefore you may be required to work at any location in Cheshire West and Chester.

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PERSON SPECIFICATION

Qualifications	<p>Relevant Professional Qualifications (Social Work qualified and HCPC registration) – Essential</p> <p>Degree or Equivalent – Essential</p> <p>Evidence of appropriate ongoing CPD – Essential</p>
Experience	<p>Substantial leadership experience in children's services or related area of work, with particular focus on the areas of responsibility in the Job Description – Essential</p> <p>Track record in achieving improved outcomes – Essential</p> <p>Experience in effective financial management and achievement of value for money – Essential</p>
Job Related Knowledge	<p>Excellent knowledge of relevant legislation, guidance and other policies in services for children and young people, with particular focus on the areas of responsibility in the Job Description – Essential</p>
Skills and Aptitudes	<p>Ability to lead and motivate teams of staff to deliver high quality services – Essential</p> <p>Ability to lead and manage change in a complex public services environment – Essential</p> <p>Ability to work in partnership with other agencies to deliver improved services – Essential</p> <p>Excellent written and verbal communication skills – Essential</p> <p>Ability to discuss, present, negotiate, involve and communicate with children, colleagues, partners, staff and public – Essential</p>
Other Requirements	<p>Enhanced DBS [plus Childrens/Adults Barred List] – Essential</p> <p>The ability to converse at ease with customers and provide advice in accurate spoken English – Essential</p> <p>Strong commitment to probity, honesty and openness in all aspects of work – Essential</p> <p>Strong commitment to equality of opportunity and the valuing of diversity – Essential</p> <p>Good team player with a willingness to work with others to</p>

	<p>create improved outcomes – Essential</p> <p>A willingness to work flexibly in the interest of Children and young people – Essential</p> <p>Conscientious, reliable, enthusiastic and self-motivated A willingness to work outside normal office hours if required – Essential</p> <p>Ability to travel within the Borough – Essential</p>
Competencies	<p>Teamwork Level 4</p> <p>Honesty Level 4</p> <p>Respect Level 4</p> <p>Innovation Level 4</p> <p>Value For Money Level 4</p> <p>Empowerment Level 4</p>