

## **Job Description and Person Specification Profile**

Job Title: Director of Children's Services  
Service: Children's Services

Salary: Competitive

Reporting to: Chief Executive

### **The Role**

**This role will provide strategic transformational leadership and management for Children's Services, driving the delivery of our improvement plan and the provision of high quality social care services which meet the needs of Tameside's children, young people and families, along with being a member of the wider senior Leadership team working with the Chief Executive and Elected Members to ensure the Council's vision, priorities and values are actively promoted and delivered.**

#### **Main Duties and Responsibilities include:**

##### **Primary Role:**

- The postholder's principal responsibility is to work collaboratively with colleagues and partners to ensure delivery of the Council's Vision; Corporate Plan; and all the principal outcomes of the Leadership Team.
- To drive forward the Children's Improvement Plan to ensure outcomes for children are a priority.
- The postholder heads the Children's Services Directorate and has lead responsibility for providing services focused upon improving safeguarding, SEND and education support across the authority.
- The postholder also fulfils the statutory duty of Director of Children's Services (DCS) as required by Section 18 of the Children Act 2004.

##### **Key Responsibilities:**

- Responsible for the strategic leadership of Children's Services and to work in partnership with the Single Leadership Team and Elected Members to shape and drive the delivery of the Council's priorities, strategies and policies.
- To promote partnership and integrated service provision with children, young people, adults, families and carers; and police, the Integrated Care Board (ICB) and other Health partners; Council Directorates and other public service agencies; local networks and locality partnerships and providers.
- Ensure the leadership and strategic management of the service, setting policy, strategy and performance targets for the service.
- Provide strong, effective leadership to ensure the efficient and effective delivery of services within the resources available, and line with priorities and the budget outlined within the Medium Term Financial Strategy.
- Provide a clear line of accountability for Children's Services, promoting leadership in improving outcomes for all children and securing the provision of services which address children's and young people.

- To promote support to children and families in making a positive contribution to their community, and to improve the links between targeted services for children and families and universal Early Help/preventative and independent sector services.
- To develop innovative and creative approaches to service delivery that challenge traditional approaches to intervention and support.
- Develop and foster effective relationships, communication and involvement of other services, partners and stakeholders, to ensure the provision and delivery of integrated services. To monitor and evaluate the effectiveness of partnership arrangements to ensure they are efficient and achieve the agreed outcomes.
- Contribute to the overall management of the Council ensuring that the Council continually improves and delivers high quality services meeting the changing needs of our customers and partners.
- Actively contribute to the setting and implementation of the Councils overall strategic vision, direction, policies and objectives.
- To ensure that the needs of all children in need or at risk in the borough are known and that their needs are met.
- Ensure that Council safeguarding processes and practices are robust and effective.
- To ensure that effective Supervision and My Performance reviews are undertaken by managers to develop high performing teams in an environment where employees' skills, knowledge and strengths are developed, enhanced and appropriately deployed.
- Act as a system leader, change maker and professional champion for all children, young people and their families ensuring the voice of the child is at the heart of service delivery and influencing outcomes
- Provide effective and engaging leadership, acting with openness, honesty and integrity and instilling a clear sense of direction, priority and pace.
- Work with elected members in the formulation and review of service policies and priorities to ensure the Councils strategic objectives and statutory obligations are delivered.
- To act as a "champion" in respect of corporate matters ensuring organisational culture and change are embedded within service delivery.
- To ensure efficient and productive relationships with schools and education providers, offering effective support and challenge, in order that positive outcomes are achieved for children and young people.
- To contribute to, and implement, effective commissioning arrangements
- Undertake a lead strategic role to support the work of the Health and Wellbeing board and Strategic Commission Board.
- Promote early intervention and prevention in delivering services for children, young people and families to ensure inequalities are addressed.
- To ensure all activities and services, are delivered in line with the public sector equality duty and, where possible, eradicate all forms of discrimination.
- Ensure spending is contained within budget allocations and delivers best value for money; maximise income and deploy resources in a business-like way.
- To perform any other duties that corresponds reasonably with the general character of the post and is commensurate with its level of responsibility.

Key Service Areas and Functions under the remit of the Director Children's Services. This is not an exhaustive list and will be subject to annual review.

Social Work

Area social work teams – family team, fostering and adoption

Looked after Children	LAC, fostering team, children’s homes, commissioning
Safeguarding	TSCB safeguarding team, out of hours
Youth	Youth offending services, Youth Services
Early Help	
Education Services	Schools, Admissions, SEND, Statutory Services, Governor
Local Safeguarding Board	

The duties may vary from time to time without changing the nature of the post or the level of responsibility, and the post holder may also be required to carry out any other duties appropriate to the grading of the post.

**About You**

Your essential qualifications

- A relevant social work qualification

Your essential skills, knowledge and experience

**Part One - Experience**

- Relevant senior experience with oversight of children’s social care, and evidence of continuous professional development.
- A successful track record of consistent achievement as a leader and senior manager in relevant services in a large complex organisation with a customer focus.
- A successful track record of corporate working and relevant strategy development and implementation.
- Evidence of successful strategic and operational resource management on a comparable scale, including evaluating competing priorities within tight financial limits.
- Successful experience of delivering performance improvement against relevant inspection and quality assurance frameworks.
- Substantial expertise in effectively leading significant service improvement and delivering change initiatives, gaining commitment to exploit new opportunities which puts customers first, delivers high quality outcomes at reduced costs and values colleagues, customers, diverse communities and partners.
- Evidence of success in establishing a performance culture, including service planning, target setting, performance appraisal and the management and motivation of diverse staff groups
- A track record of developing successful partnerships and enhancing reputation with a wide range of internal and external bodies, including health, police, schools, local authorities, private and third sectors and government departments and agencies.

- A track record of working effectively within a political environment, providing clear and balanced advice and guidance on strategic issues to achieve corporate and service objectives
- Successful outcomes in promoting and delivering positive solutions to achieve diversity, tackling inequality and preventing discrimination.

### **Part Two - Knowledge Skills and Abilities**

- Ability to contribute effectively to the corporate management of the Council and instil a sense of ownership amongst others with regard to corporate strategies, standards and priorities.
- Outstanding interpersonal skills and the ability to establish positive working relationships with government officials, professional and other regional organisations, elected members, partners, community members and employees to generate confidence, trust and respect.
- Ability to provide visible and supportive leadership, empowering, enabling, motivation and developing the services workforce and fostering a positive organisational culture in line with the vision for Tameside.
- Ability to lead, motivate and develop the service management team and ensure they maintain a culture of change that is team based, performance driven and maintains the motivation of all employees.
- Ability to lead multi-disciplinary staff at all levels, including during periods of substantial change and to achieve a highly accountable, performance.
- Ability to manage a range of Human Resource issues, including capability, discipline etc.
- A proven ability to successfully manage complex budgets in a tight financial situation.
- Ability to operate effectively within the democratic process, with the political acumen and skills to develop productive working relationships with elected members that command respect, trust and confidence.
- Demonstrate initiative and drive aimed at organisational service and individual excellence. Support and participate in the sharing and management of knowledge.
- Highly developed networking, advocacy, oral, written and presentation skills.
- Up to date knowledge of current safeguarding and child protection practice and legislation.
- Evidence of an understanding of the legal, financial and political workings of local government and the challenges faced by the Borough.
- A knowledge and clear appreciation of service standards and governance in the public sector.
- Understanding of the wider social and economic environment within Tameside and national policies, developments and research.

### **Part Three - Personal Attributes**

- A strong leader with energy and flair, credibility in relevant technical areas and a passion and determination for promoting the culture changes required to raise standards in Tameside.
- An enthusiastic and effective ambassador for Tameside with a strong commitment to improving delivery of service to meet the needs of its communities.
- A commitment to placing the interests of children and young people at the centre of Tameside policies and strategies while encouraging its partners to be child-focused.

- A clear, conceptual, strategic and lateral thinker, able to be an effective decision maker in a complex and challenging environment.

**Our employees' skills, experience and knowledge are essential to our success along with their happiness, commitment, enthusiasm and motivation to be the best they can be.**

#### **What can you expect from us?**

- A fair salary and benefits
- Opportunities for good health and wellbeing
- Help you to grow, develop and to do your best
- Enable you to be creative and innovative
- Fully involve you in changes that affect you and your work
- Listen, and act on your ideas and feedback

**Working together, we are proud to work for Tameside**

Our **STRIVE** values underpin our practice and behaviours and are at the heart of everything that we do:



