

NORTHUMBERLAND COUNTY COUNCIL

PART A: JOB DESCRIPTION

DIRECTORATE:	Children, Young People and Education
JOB TITLE:	Director of Children's Social Care, Young People and Families
GRADE:	Band 17
JD REF:	H189
RESPONSIBLE TO:	Executive Director, Children, Young People and Education
RESPONSIBLE FOR:	Council Services within the portfolio. These may change to reflect need and maximise resources across the Council.
Service/ Functions:	Strategy Direction, leadership and management of Council functions relating to all Children's Social Care, Young People and families. This includes all children's social care and safeguarding activities, early help and prevention services. Deputy Director of Children's Services.
Employees:	All children's Social Care staff provide a mix of expertise and support which seeks to keep children and young people safe and healthy. This consists of a mixture of different roles and disciplines which provide help to children and families with different needs. The staff complement across these services amounts to circa 346 FTE.
Budget:	This post holder will work with colleagues across the directorate to maximise the use of resources available to support Children, Families and others in Education. They will hold particular responsibility for the gross budget in Children's Social Care which amounts to circa £65m.
Other Resources	As required to ensure that all activity is undertaken to keep young people safe and supported and deliver resident focused and value for money services in line with the Council Vision and Corporate plan. A number of services and activities rely on close collaboration, alignment of effort and partnership working with other local and regional agencies in order to provide a comprehensive and joined up service for Children, Young People and their families/ carers.

JOB PURPOSE:

To lead, steer, develop and manage services relating to Children's Social Care and Young People Services in order to deliver the Council's key corporate and partnership priorities that fall within the remit of the post and in line with the corporate plan - a council that works for everyone, to benefit the people of Northumberland.

Lead, on behalf of the Executive Director, the commissioning, provision and delivery of services and initiatives that understand and address the needs of children, young people and their families and carers, especially vulnerable children and young people. These activities will be on behalf of the Council and with partners across the Health, Care, regulatory and education sectors.

Support the Executive Director as the Council's Statutory Director of Children's Services in advising the Chief Executive, Leader, relevant Cabinet Members, colleagues and Council on Children's safeguarding and social care arrangements, services for young people and the organisation wide approach to early help and prevention.

As requested by the Executive Director lead work with key partners across the health and care sectors to ensure efforts are aligned and operating cohesively to maximise the opportunities and life chances of all children and young people across the County and to ensure robust arrangements are in place to protect and safeguard vulnerable children and young people.

To play a full and positive role as a member of the Council's Senior Management Team ensuring the delivery of effective strategic direction, leadership and resource management (people, finance and other assets) to secure the delivery of public services across the locality. The postholder will be expected to deputise for the Executive Director if requested and undertake the Deputy DCS role when required.

Lead by example and foster a culture, both with the Directorate and across the Council, which engages all staff and partners in the development and delivery of services which meet residents' needs and expectations. This will involve leading cross Council initiatives to make best use of individuals' strengths and foster collaboration across the whole organisation.

Ensure, as a senior executive, that effective governance and assurance processes are applied in all activity as set down in the Constitution and Council policies and procedures to safeguard the Council's financial and statutory duties and demonstrate public accountability and scrutiny of its decision-making processes.

Discharge the functions within the remit of the portfolio having regard to the decision making framework and arrangements.

KEY FUNCTIONAL RESPONSIBILITIES:

In support of the Executive Director be the principal adviser on matters relating to Children's Social Care services and ensure timely advice to relevant Council bodies on all local and national policy and statutory requirements to enable the Council to make informed decisions regarding safeguarding and corporate parenting issues. To promote and support the development of Council policy and initiatives which keep children, young people and families at the centre of thinking and design and implementation of these activities.

Monitor Children's Social care activity and trends to ensure delivery is at optimum strength to meet priorities and legislative requirements. Lead the development of Signs of Safety as the model of best practice in all Children's social work activity.

Support Members of the Council the Executive Director and the Chief Executive in developing the vision and priorities for the County and ensure best advice is provided on the most appropriate response to internal and external pressures for change. This will involve providing specific advice relation to the functions within the Directorate and effecting the changes required from the regulatory frameworks affecting Children's Social Care. Lead responsibility for Early Help, Prevention and intervention also sits within this post's remit along with the virtual school and needs to ensure close collaboration takes place with colleagues across the Council, especially Education, Public Health and Adults' Services.

Manage well the interface between Elected Members and Officers, maintaining and developing essential Member / Officer partnerships and processes which support and promote a positive and respectful relationship between Members and Officers.

Champion a coherent multi-agency approach to service delivery and provide leadership, direction, and management of the team within the Directorate to ensure the delivery of the Council's priorities and provision of high-quality, cost-effective services based on community needs.

Participate and develop the Council's commitment to actively collaborate in major local and regional partnerships to achieve, within the overall strategy, maximum benefit for the Council and its communities in particular those relating to the care of children and young people. These partnerships will be essential to deliver improvements across services that communities and residents' need.

Contribute to successful management of the Council's reputation, ensuring that it always acts in the best interests of Northumberland and that its activities are explained to stakeholders in an open and transparent manner.

PRINCIPAL ACCOUNTABILITIES

Act as the Council's adviser on all Children's Social Care and youth services, ensuring that the Council implements all national and professional standards and requirements in a timely manner while recognising the interests of local communities.

Oversee the provision of timely and accurate advice to the Chief Executive, Council, Cabinet, Committees, and all Members, to ensure provision of high quality professional support and advice on matters which will ensure all children, young people and their families, across the County, especially vulnerable children and young people and those at greater risk across the County can access the help and support they need.
Make sure that robust and timely performance management arrangements are in place to address concerns about performance and be in good position to respond to external inspection at all times.
Act as a role model and exemplar in achieving a people-centred, collaborative, values based and inclusive organisational culture that promotes innovation and creativity, nurtures growth, and focuses on developing and maximises potential of the workforce to improve services.
Ensure all statutory and regulatory functions and accountabilities are met.
Oversee the most effective utilisation, performance, and deployment of resources (Human, Physical and Financial) that puts at its heart the provision of high quality, value for money services and ensure that there is sufficient capacity within the directorate to deliver successfully against the Council's ambitions and priorities bearing in mind statutory requirements.
Actively demonstrate commitment and action to develop an inclusive, supportive, and constructive environment where everyone is treated with dignity and respect and diversity is valued in the workplace, in service delivery and communications.
Lead and monitor the efficient and effective implementation of major programmes and initiatives where the postholder is the Sponsor or Programme lead that are central to the achievement of the Council's objectives across and the effective deployment of Council resources.
Provide assurance that strategies and plans are in place to enable that appropriate levels of financial and governance control are in place across the postholder's portfolio and any other activities where they are the Lead Officer.
Oversee the scrutiny and advice on the plans and actions of Central Government and other external agencies to determine their impact on the development of local policies and priorities such as they relate to children's services and position the Council as a decisive and influential organisation to maximise all available assets.
Ensure the promotion, development, and maintenance of good relationships with the media and public as an individual and across the Directorate and ensure effective communication and engagement strategies are applied to support delivery of services and change activities.

Ensure equality, diversity and cohesion principles are embedded across all services. Provide leadership around diversity and inclusion, ensuring that the policies and services of the Council reflect the changing needs of all our communities and workforce and that equality of opportunity is ensured and diversity celebrated.
Represent and negotiate on behalf of the Council at local, regional, and national levels, promoting inter-authority working across the region and demonstrating flexibility and responsiveness to change. This work will particularly relate to the need to ensure appropriate measures are in place to protect children and young people working closely with all Education establishments such as Schools, colleagues and early years facilities to secure the best possible quality of services.
Play a role in the Council's Corporate Emergency Planning arrangements (This includes a requirement to be available in the event of an emergency to perform the duties allocated to the post within the Emergency Plan).
To undertake functions in the event of local or National elections, supporting the Returning Officer ensure the democratic nature of such activities is undertaken efficiently and in compliance with all statutory requirements.
Ensure that all duties and responsibilities are carried out in accordance with Council's Constitution, governance arrangements, policies, and procedures.
Act as the Deputy Caldecott Guardian and Deputy Director of Children's Services.
Special Conditions: This position has been identified as a politically restricted post under the Local Government and Housing Act 1989. Therefore, the post holder is restricted from undertaking or participating in any political activity.

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PART B: SENIOR MANAGERS CORE COMPETENCIES

Working with Partners	
<ul style="list-style-type: none"> • Work collaboratively across services and departments to deliver corporate excellence. • Work collaboratively with external partners to deliver excellent service. • Seek opportunities for partnership working at a local, regional, national level. • Clarify expectations, objectives and working arrangements of partnerships. • Contribute effectively to multi-partner projects. 	
Serving our Community	

- Promote the Community Plan.
- Seek and act on feedback from the community.
- Influence Service and Corporate plans to reflect community needs
- Develop, deliver, and improve access to services based on an awareness and understanding of the diverse community
- Promote equality of opportunity in service delivery

Working within the Political Arena

- Understand and actively support the role of Councillors.
- Understand and actively support the democratic process within Northumberland Council.
- Recognise the impact of Government and legislation on Council strategy and services.
- Consult, support, and keep Councillors informed.

Delivering Excellence

- Understand how corporate performance is measured.
- Monitor and evaluate services in relation to objectives and performance indicators.
- Establish a culture that embraces the agreed Vision and Values.
- Be positive ambassadors for the organisation.
- Contribute to strengthening corporate leadership capacity.
- Identify opportunities where organisational performance could be improved.

Focusing on the Future

- Scan the external environment, look ahead, assess strategic options, and develop the Council in the medium and long term.
- Lead the development and implementation of corporate policy at a strategic level.
- Challenge what we do and how we do it.
- Influence relevant national and regional organisations and partners.
- Connect plans, policies, strategies, and services to provide consistent service delivery.
- Generate innovative ideas.
- Translate strategy into action.
- Consider the implications of decisions across the Council and act in the overall interests of Council performance.

Building Shared Vision and Values

- Scan the internal environment and engage employees in compelling visions of the future.
- Create an environment in which a culture embracing our Vision and Values can thrive.
- Involve all stakeholders in building a vision for the future.
- Have a clear picture of the direction the organisation is taking and communicate it with insight, energy, and vision.
- Translate the Council's vision into practical and achievable plans.

Strengthening Corporate Leadership Capacity

- Continuously develop the political leadership and managerial interface.
- Operate with others as a cohesive senior managerial team.
- Create time with staff and other managers for discussion about their development rather than firefighting.
- Coach and mentor staff and other managers.
- Lead, delegate and empower others at a strategic level.
- Identify and develop potential senior managerial successors.

Promoting and Facilitating Change

- Critically evaluate the reasons that prompt change and take appropriate action.
- Proactively steer internal change.
- Proactively manage the exchange of information between the public and the organisation.
- Consider the resource implications of change.
- Anticipate and respond to emotional and morale issues brought about by change.
- Monitor and evaluate the change process to ensure aims are met.

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PART C: PERSON SPECIFICATION

DIRECTORATE:	Children, Young People and Education
JOB TITLE:	Director of Children's Social Care, Young People and Families
GRADE:	Band 17

Qualifications/Professional Development
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 relevant up to date leadership and management training.
Evidence of recent relevant Continuous Professional Development.
Experience, Knowledge, and Skills
Proven achievement of leadership success across Children's Social Care with the ability to show broad scope of interpreting complex regulatory requirements whilst delivering services with strong social impact.
Ability to operate sensitively in a political environment, developing relationships with all members gaining respect, trust, and confidence and being accountable for effective delivery within a challenging financial environment.
Experience of leading major change that challenges existing ways of working, and different service delivery models which provide better outcomes for children and young people, especially vulnerable or potentially vulnerable.
Demonstrable track record in providing youth services which encourage young people to take personal responsibility for learning and personal development and to create arrangements for young people who feel disaffected and are at risk of being vulnerable adults.
Evidence of personally leading within an organisational culture that models and embeds the practice of co-design and co-production and collaboration with people inside and outside the organisation.
Evidence of success in personally leading the development of external relationships and influential partnerships that have delivered tangible benefits and created a collaborative environment in addressing challenges facing Children and Young People.

Evidence of using strong option appraisal, analytical skills, and innovation to achieve organisational success in an environment of reducing financial resources.
Ability to develop long term strategic thinking and bring new ideas, approaches, and solutions.
Highly skilled communicator who communicates with clarity, conviction and enthusiasm and can demonstrate integrity, create rapport, and build trust and confidence to positively influence outcomes.
Ability to translate complex ideas and information into meaningful and 'user-friendly' information; 'tells the story' to bring people along and ensure all audiences understand the key messages.
Ability to develop strong relationships with senior leaders from a range of public and private sector organisations.
Personal and professional integrity and credibility that establishes respect, trust, and confidence.
Demonstrate personal resilience and ability to thrive in challenging circumstances.
Model and demonstrate organisational values and leadership behaviours, creating a shared purpose and positive permission culture that enables people to thrive through development, involvement, and well-being.
Motivation
Confident leader with a vision for Northumberland with high levels of energy, stamina, and resilience.
Fully committed to the principles and values underpinning the Council
Demonstrably strong corporate orientation and a commitment to tackling issues that inhibit organisational progress to high quality service delivery.
Personality, behaviour, conduct and credibility that engages and commands the confidence of Council Members, senior managers, staff, the public, external partners, and other stakeholders.