

Job description

Job title: Corporate Director for Care & Protection

Grade: Chief Officer Job

Job evaluation reference:

Job family:

Purpose and impact

Take a strategic and operational lead in the development and delivery of Dorset Council's Children's Care and Protection Service that delivers our ambition of 'fit for the future' services, ensuring that value for money and outstanding customer service is at the core of everything we do and supporting the Council's digital journey.

Developing an effective Children's Care and Protection function to provide professional, customer-focused services driving change and transformation across the spectrum of services including, safeguarding and services for children and families.

Working with the Directorate Leadership Team and Elected Members to contribute to the leadership, vision, transformation and strategic direction of the organisation, ensuring that services are robust to deliver corporate and service priorities and objectives making the most efficient use of resources.

Undertaking an active cross-cutting role in the Council working collaboratively to establish flexible and responsive ways of working in an inclusive, diverse and visionary culture of excellence.

Acting as a strategic change maker, shaping and growing a new 'fit for the future' organisation and translating the new Council's vision and strategy into action.

Key responsibilities

1. Oversee the implementation of relevant legislation, ensuring compliance with statutory requirements and delivering local authority responsibilities.
2. Ensure that learning and development opportunities align with professional development requirements, acting as the professional advisor for staff involved in adult social care delivery or commissioning.
3. Provide strategic leadership for early help services for children and young people.
4. Manage Children's social care operational budgets effectively, ensuring achievement of national and local performance targets and implementing mitigating actions to manage delivery risks.
5. Deliver cost reduction plans as required, and set, plan, allocate, and monitor delegated budgets to operational managers in line with the Council's financial management framework.



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6. Build and maintain productive Education and social care operational relationships, leading joint programmes of work to develop pathways and models promoting integrated customer outcomes.
7. Participate in governance and partnership arrangements to support the development of an Accountable Care System.
8. Deputise for the Executive Director of People - Children, as required.

The Care and Protection Service aims to:

9. Deliver statutory Children's Social Work Services to families at tier three/four of the threshold
10. Work with children, young people and their families who are considered Children in Need, and children subject to Protection Plans and, Looked After Children
11. Deliver permanency outcomes for children and young people who are Looked After by Dorset
12. Reduce the number of children and young people who are Looked After
13. Deliver expert multi-professional complex assessments of the ability of birth parents to parent their children appropriately and keep them safe from harm
14. Market, recruit and assess adopters and foster carers
15. Provide adoption support to children, young people and families and post adoption support to adults

Corporate accountabilities

16. Preparing a strategic service plan to deliver corporate priorities and projects, improving service delivery and reducing net costs to the tax payer.
17. Developing opportunities to secure new funding to support the organisation's long term corporate priorities and objectives.
18. Implementing a strategic digital agenda, ensuring modernised service delivery is supported using technology to secure greater efficiency and to improve outcomes and access to services for customers.
19. Creating effective political relationships with Members and supporting all aspects of the democratic process.
20. Accountability for effective budget management and performance management for the service area.
21. Leading and developing staff within the service area, providing clear direction and pace in accordance with the contents and spirit good management principles and our leadership framework.
22. Advising, assisting and leading on the delivery of corporate projects and work programmes.
23. Leading service reviews and transformational change initiatives in support of the Council's corporate plan and service plan.
24. Acting as a strong ambassador for the Council, representing duties such as civic functions and emergency planning as and where required.



25. Complying with the organisation's policies, financial regulations, code of conduct and constitution, demonstrating a commitment to good governance.
26. Leading all aspects of risk management and health and safety standards, implementing appropriate risk management plans and ensuring regular reviews are undertaken.
27. Being a named member of the Gold Emergency Planning rota, developing business continuity plans and emergency response procedures.
28. Ensuring the organisation's commitment to equality of opportunity, valuing diversity and promoting equal access to services for the public, employees and members is achieved within a culture of fairness and respect.
29. Observing the requirements of all relevant legislation, including equalities, freedom of information, data protection, public interest disclosures and bribery.

NB: The duties and responsibilities of this post are not restrictive, and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.

Supervision and management

Reporting to: Executive Director of People - Children

Responsibility for: Children - Care and Protection

Other factors

This is a politically restricted post as required by the Local Government and Housing Act 1989.

Our values

Our values act as guiding principles, defining what we believe is important in the ways we work together. Our values are Respect, Together, Accountability, Openness and Curiosity. Full details can be found on our website.



Person specification

Applicants will be shortlisted on the basis of demonstrating that they fulfil the following criteria in their application form and should include clear examples of how they meet these criteria. You will be assessed in some or all of the specific areas over the course of the selection process.

Essential

Essential criteria are the minimum requirement for the above post.

Qualifications / training / registrations Required by law, and/or essential to the performance of the role	Assessed at	
	Application form	Interview/ assessment
1. Qualified Social Worker	X	
2. Evidence of continuous management and professional and personal development	X	
3. Recognised relevant professional qualification or equivalent	X	
Experience		
4. Proven financial acumen gleaned in environment of significant budget pressure and challenge	X	
5. Significant experience in SEND Improvement and developing world class inclusive services and support to children and young people	X	
6. Significant experience at a senior level within Children's social care	X	
7. Extensive experience of robust safeguarding approaches and in working with the Education, Health, Police and other partnerships	X	
8. Proven experience of instilling trust and confidence with Board members, key stakeholders or elected Members	X	
9. Demonstrable strategic achievements in a complex environment of similar scale and scope in a public or private sector setting	X	
10. Track record of working in partnership to achieve outcomes for customers and the wider organisation	X	
11. Proven experience of successfully leading large-scale and complex transformation programmes	X	
12. Successful track record of leading financial and people resources at a senior level	X	
Skills, abilities & knowledge		
13. Proven ability to create an energising environment which promotes and enables innovation and effective change to occur		X
14. Proven ability and experience of working with national partners including Ofsted, and CQC		X
15. Proven ability to utilise funding streams and to divert resources into services to benefit children and young people		X
16. Ability to shape the culture, leadership and talent of an organisation		X
17. Highly developed networking, influencing and communication skills that are articulate and persuasive in a variety of contexts		X
18. Ability to contribute to and articulate a vision of how the organisation should operate in future, uniting others to work together to realise that vision		X
19. Ability to think creatively and innovatively in developing, recommending and leading strategic initiatives and policies to assist in the achievement of organisational objectives		X



20.	Ability to provide inspirational leadership to support, motivate and enable a large and diverse group of people at all levels within the organisation		X
21.	Able to demonstrate a commitment to providing effective and citizen focused services to promote collaboration, innovation and flexibility, fostering a positive organisational culture in an ever-changing environment		X
22.	Ability to deliver successful outcomes through others using leadership and motivational skills, as well as directly inspiring and developing high performance in direct reports		X
23.	Well-developed political sensitivity and an understanding (or ability to gain this understanding) of the political context, including devolved responsibilities and legislative differences		X
24.	Demonstrates tenacity and professional courage to oversee the successful resolution of significant issues and projects		X
25.	Ability to lead the digital transformation of Care and Protection Services for children being comfortable using technology and digital solutions on a personal level, modelling the leadership required for a 21st Century Public Service and 21st Century elected Members		X
26.	Ability to engender trusting relationships between internal and external partners		X
27.	Politically insightful and the ability to manage national and local agendas		X
28.	Strategically astute; the ability to influence and leave opportunities across the council to influence children social care for children and young people		X
29.	Highly ambitious and able to articulate a compelling vision for outstanding children social care services and support to children and young people		X
30.	Able to demonstrate mature emotional intelligence that engenders trust with stakeholders including parents		X
31.	Demonstrates a high degree of political awareness, sensitivity and commitment to working closely with all councillors, local organisations and communities		X
32.	Exceptional communication skills to be a credible and convincing advocate for the Council, relating to people at all levels both inside and outside the organisation		X
33.	Demonstrates an open, facilitative and persuasive manner with highly developed interpersonal skills		X
34.	Highly developed diplomatic skills, particularly in motivating, negotiating and persuading others, including partner organisations		X
35.	Professional credibility and self-awareness to build rapport, credibility, trust and confidence		X
36.	A proven ability to challenge others respectfully and constructively, driving colleagues' performance through coaching/mentoring skills		X
37.	Demonstrable flexibility in thinking and actions to help build an effective and efficient organisation		X
38.	Self-motivated with a strong sense of purpose and drive for achievement		X
39.	Consistently demonstrates resilience under pressure		X
40.	Personal commitment and evidence of achievement in the promotion of equality and diversity, both in service delivery and employment		X
Our values			
41.	Respect		X
42.	Together		X
43.	Accountability		X



44. Openness		X
45. Curiosity		X

Approval	
Manager	Date

