

Job description

Job title: Corporate Director – Children’s Care and Protection

Grade: Chief Officer

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

- Responsible for overseeing the implementation of relevant legislation, ensuring that practice is compliant with the aims of the legislation and delivers the local authority responsibilities.
- Responsible for ensuring that learning and development opportunities are aligned with professional development requirements and act as the professional advisor on learning and development for the Directorate for all staff working on adult social care delivery or commissioning.
- Responsible for providing strategic leadership for early help services for children and young people.
- Responsible for ensuring that the Children’s social care operational budgets are well managed, that national and local performance targets are achieved and where required mitigating actions are put in place to manage risks to delivery.
- Responsible for the delivery of cost reduction plans as required and for the setting, planning, allocation and monitoring of delegated budgets to operational managers in line with the Council’s scheme of financial management.
- Responsible for building and maintaining productive Education and social care operational relationships and for leading on joint programmes of work for the Council, developing pathways and models of delivery to promote integrated customer outcomes working.



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- Required to participate in the governance and partnership arrangements in place as part of developing an Accountable Care System
- Where required, to deputise for the Executive Director of People - Children

The Care and Protection Service aims to:

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

Corporate accountabilities

- Preparing a strategic service plan to deliver corporate priorities and projects, improving service delivery and reducing net costs to the tax payer.
- Developing opportunities to secure new funding to support the organisation's long-term corporate priorities and objectives.
- 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.
- Creating effective political relationships with Members and supporting all aspects of the democratic process.
- Accountability for effective budget management and performance management for the service area.
- 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.
- Advising, assisting and leading on the delivery of corporate projects and work programmes.
- Leading service reviews and transformational change initiatives in support of the Council's corporate plan and service plan.
- Acting as a strong ambassador for the Council, representing duties such as civic functions and emergency planning as and where required.
- Complying with the organisation's policies, financial regulations, code of conduct and constitution, demonstrating a commitment to good governance.
- Leading all aspects of risk management and health and safety standards, implementing appropriate risk management plans and ensuring regular reviews are undertaken.
- Being a named member of the Gold Emergency Planning rota, developing business continuity plans and emergency response procedures.



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- 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.
- 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 behaviours

Dorset Council has developed and embedded a set of behaviours that will form part of everything you do and you will need to be able to demonstrate them through the way you work, regardless of your role or grade within the organisation.

Full details can be found on the job website under '[Working for Dorset Council](#)'.



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	How this will be demonstrated
1. Qualified Social Worker	Application
2. Evidence of continuous management and professional and personal development	Application
3. Recognised relevant professional qualification or equivalent	Application
Experience	
4. Proven financial acumen gleaned in environment of significant budget pressure and challenge	Application
5. Significant experience in SEND Improvement and developing world class inclusive services and support to children and young people	Application
6. Significant experience at a senior level within Children's social care	Application
7. Extensive experience of robust safeguarding approaches and in working with the Education, Health, Police and other partnerships	Application
8. Proven experience of instilling trust and confidence with Board members, key stakeholders or elected Members	Application
9. Demonstrable strategic achievements in a complex environment of similar scale and scope in a public or private sector setting	Application
10. Track record of working in partnership to achieve outcomes for customers and the wider organisation	Application
11. Proven experience of successfully leading large-scale and complex transformation programmes	Application
12. Successful track record of leading financial and people resources at a senior level	Application
Skills, abilities & knowledge	
13. Proven ability to create an energising environment which promotes and enables innovation and effective change to occur	Interview
14. Proven ability and experience of working with national partners including Ofsted, and CQC	Interview
15. Proven ability to utilise funding streams and to divert resources into services to benefit children and young people	Interview
16. Ability to shape the culture, leadership and talent of an organisation	Interview
17. Highly developed networking, influencing and communication skills that are articulate and persuasive in a variety of contexts	Interview
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	Interview



19. Ability to think creatively and innovatively in developing, recommending and leading strategic initiatives and policies to assist in the achievement of organisational goals	Interview
20. Ability to provide inspirational leadership to support, motivate and enable a large and diverse group of people at all levels within the organisation	Interview
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.	Interview
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	Interview
23. Well-developed political sensitivity and an understanding (or ability to gain this understanding) of the political context, including devolved responsibilities and legislative differences	Interview
24. Demonstrates tenacity and professional courage to oversee the successful resolution of significant issues and projects	Interview
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 21 st Century Public Service and 21 st Century elected Members	Interview
26. Ability to engender trusting relationships between internal and external partners	Interview
27. Politically insightful and the ability to manage national and local agendas	Interview
28. Strategically astute; the ability to influence and leave opportunities across the council to influence children social care for children and young people	Interview
29. Highly ambitious and able to articulate a compelling vision for outstanding children social care services and support to children and young people	Interview
30. Able to demonstrate mature emotional intelligence that engenders trust with stakeholders including parents	Interview
31. Demonstrates a high degree of political awareness, sensitivity and commitment to working closely with all councillors, local organisations and communities	Interview
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	Interview
33. Demonstrates an open, facilitative and persuasive manner with highly developed interpersonal skills	Interview
34. Highly developed diplomatic skills, particularly in motivating, negotiating and persuading others, including partner organisations	Interview
35. Professional credibility and self-awareness to build rapport, credibility, trust and confidence	Interview
36. A proven ability to challenge others respectfully and constructively, driving colleagues' performance through coaching/mentoring skills	Interview
37. Demonstrable flexibility in thinking and actions to help build an effective and efficient organisation	Interview
38. Self-motivated with a strong sense of purpose and drive for achievement	Interview
39. Consistently demonstrates resilience under pressure	Interview

40. Personal commitment and evidence of achievement in the promotion of equality and diversity, both in service delivery and employment	Interview
Behaviours	
41. Ability to demonstrate our behaviours	

Approval			
Manager		Date	

