

Rutland County Council

Job Description

Job Title:	Deputy Director of Childrens Services
Grade:	C03 - £74,657 to £78,038
Department:	People
Team:	Senior Management
Line Manager:	Strategic Director of People

Purpose of the Job:

To support the Strategic Director of People (DCS and DASS) in providing strategic direction for Children's Services to ensure all young people and children of Rutland are safe, have good health, are well educated and that the Council delivers its legal and statutory responsibilities.

Drive the Council's vision so that all service areas and their associated teams achieve excellent Childrens' outcomes and the Council instils a culture of better service outcomes.

Key responsibilities:

- Be ambitious for achieving the best outcomes for children, young people and their families through leading the delivery of Rutland's strategies, plans and services including:
 - educational attainment
 - social work services for children in need of protection and looking after
 - fostering, adoption and support for young people leaving care
 - development of Early Intervention, SEND and Inclusion services
 - ensuring the County's services are fully compliant with external regulation and Ofsted Inspection criteria
 - ensuring that the corporate parenting of looked after children is fully embedded in the Council and its culture.
- Make change happen for the children and families through development, support and empowerment across our teams and partners. Promote an 'enabling culture' within the service, encouraging creative and innovative solutions that ensure that as a priority, children, young people and their families are seen, safe and heard.
- Ensure that children, young people and families have a consistent experience from their involvement with our services; social work professionals focus on strengths-based, child and family focused approaches, adopt the Signs of Safety practice model and have the child at the centre of everything we do.



- Support the Strategic Director People in the delivery and management of the Council's Next Steps Improvement Plan; develop capacity in key areas to ensure delivery of the plan; lead readiness for Ofsted/inspection.
- Lead the development of key strategic relationships with partner agencies in the locality and across the region, in order to influence the direction and content of their service development and ensure the highest standards of professional practice in safeguarding and child protection
- Ensure there is an effective governance process for all commissioned or jointly commissioned services which assures legal and contractual compliance and ensures the required outcomes are delivered. Work with the Head of Commissioning in the delivery of the Children's Commissioning Strategy in order to improve outcomes for children, young people and their families
- Lead, promote and develop good relations with partner organisations, local statutory and voluntary and commissioned services as well as elected Members of Rutland County Council
- Deputise for the Strategic Director of People and represent the Directorate with external agencies and other Council directorates when appropriate and required
- Represent the Directorate at appropriate Regional and National Groups where added value for RCC can be gained by sharing and working collaboratively with others.
- Take responsibility for own Continuing Professional Development and maintain a portfolio showing evidence of development
- Contribute to the corporate management of the authority to support delivery of strategic aims and objectives
- Report to and attend as required meetings of the Council, Cabinet, Scrutiny Panels and Committees in order to ensure timely decision making processes in compliance with the Council's Constitution
- Manage delegated budgets and ensure effective financial planning and monitoring in accordance with the Council's Financial Procedure roles.

This job description indicates the main areas of activity of this post. From time to time, however, other tasks/duties may be required but these will fall within the general areas of responsibility and grade of the post.



Person Specification

Qualifications	Educated to Degree level/standard Qualified Social Worker (HCPC registered)
Experience	Successful and extensive experience working at a senior management level in leading and managing Children's Social Care services Experience of working at a senior level participating in strategic and policy decision making Experience of working with and advising stakeholders and elected Members at a senior level. Experience of managing the delivery of customer and partner focussed services. Resource management – management of staff resources, financial management planning and budget monitoring. Successful track record of establishing and maintaining partnership working that has led to tangible improvements in service delivery. Experience of leading, implementing and managing change and service improvement.
Knowledge	Thorough understanding and practical knowledge of current social care issues, legislation and statutory frameworks affecting children's services Comprehensive understanding of the complexities of risk as it applies to children and safeguarding Knowledge, understanding and experience of the broader range of statutory duties undertaken and services provided by Local Government.
Skills	Strong leader with an open and empowering style. Determined and decisive, highly motivated and robust under pressure. Personal and professional credibility and a high level of probity and integrity. Collaborative style and a strong commitment to high performance; clear sighted and lateral thinker with an ability to challenge constructively. High level of report writing skills including business cases, strategy and policy. Ability to develop and manage a high performance based work culture in which continuous improvement is a key feature.



Ability to build effective relationships and partnerships with and between agencies and partners, including public, voluntary and private sector organisations.

High level oral skills including delivery of formal presentations in public settings, senior officers and elected Members, in order to influence, persuade and negotiate

Analytical and problem solving skills.

Sufficient IT skills to work with spreadsheets, database and e-mail.

An ability to take calculated risks and embrace change

Values

To act in accordance with the principles set out in the Employee Code of Conduct and the Council's Values.

Able to recognise discrimination and be proactive in ensuring the Council's policy is put into practice.

Flexible in working patterns to fulfil commitments often outside the working day.

Highly motivated and robust under pressure. Able to bring energy, vitality and challenge to the team.

