



Job Description: Deputy Director: Children's Care Services

Job grade: D2

Job Purpose:

- Lead the delivery of all children's care services for the Council, ensuring the Council meets its legal and statutory obligations in relation to children. To ensure that outcomes for children and families are improved, through delivering the highest quality children's social care practice, in partnership with other agencies for the following services:
 - Social work services for children in need of protection and looking after;
 - Fostering, adoption and support for young people leaving care;
 - First response services provided through the Multiagency Safeguarding Hub
 - Integrated support for children on the edge of care
 - Safeguarding

Reports to:

Director for Children's Services

Key Accountabilities:

- Work closely with stakeholder and partners to:
 - Ensure the highest standards of professional practice in safeguarding and child protection through integrated partnership working.
 - Lead the management of risks relating to safeguarding and children's social care more generally.
 - In conjunction with the Director for Children, Deputy Director: Children's Services lead the delivery of Children's Improvement Plan for Wirral, in the context of the Children, Young People and Families Strategy.
 - Ensure that all services are informed by listening to and responding to the needs of vulnerable children and families in Wirral.

- Lead on the formulation, development and implementation of children's social care and safeguarding strategies, which ensure that the needs of children and young people are met.
 - Develop and implement robust arrangements to monitor the timeliness and quality of social care practice and case recording.
 - Lead and manage the work of children's social care teams in meeting statutory requirements and ensuring all applicable regulatory requirements and standards are achieved.
 - Ensure that robust performance management, governance and quality assurance arrangements are embedded across children's social care services.
 - Lead effective corporate parenting arrangements within a coherent, integrated framework, in partnership with a range of other agencies, to ensure the best outcomes for children and young people in the Council's care.
 - Contribute to the development and implementation of an effective commissioning framework and strategy for children's social care services.
 - Take a proactive role in promoting and strengthening partnership relationships in the public, private and voluntary sectors, reflecting the Council's commitment to active partnerships with the community.
- Develop robust business plans to deliver integrated services, considering the implications for staffing levels, facilities and other resources to support service delivery, as new models of delivery are developed.
 - Work with the Strategic Hub to identify, evaluate and develop new and innovative ways of working, ensuring Wirral delivers the highest quality, efficient and effective services which represent good value for money.
 - In conjunction with the Deputy Director: Children's Services ensure that the principles of early intervention and prevention are at the heart of all commissioned provision.
 - Develop and implement innovative integrated delivery models to ensure high quality and cost efficient services.
 - Ensure effective governance arrangements, financial health, service levels and long-term performance of delivery models.

- Provide analysis and interpretation of such legislation or regulations relating to the work of the service and providing advice on such matters to Elected Members, Chief Executive and Chief Officers as appropriate.
- Within statutory frameworks have lead operational responsibility for all Ofsted inspections and regulation processes in respect of Children's Safeguarding and to provide a lead for the Council's relationship with Ofsted as the regulator, for these services.
- Manage the budget associated with this post. The budget will be set out in the Accountability statement.
- Manage Senior Managers and Officers who report to this post.

Knowledge:

- Educated to degree level or equivalent experience with a professional qualification in social work and current Health and Care Professional Council (HCPC) registration.
- A thorough understanding and practical knowledge of current social care issues, legislation and statutory frameworks affecting children's services.
- A comprehensive understanding of the complexities of risk as it applies to children and safeguarding.
- An understanding of working within a political environment.
- Commercial awareness and focus

Experience:

- Significant experience of effectively leading Children's Social Care Services, providing challenge, guidance and support as required.
- Experience of establishing robust systems for the delivery of effective children's social care practice and policy.
- Experience of creating an environment where social workers and managers can confidently manage complexity and risk.
- Proven track record of managing and delivering a range of complex programmes and projects in children's social care.
- Demonstrable experience of building positive relationships and working across boundaries and in partnership with the public, voluntary and private sector.
- Experience of designing and delivering service and business models that respond to the needs of the community.
- Experience of confidently initiating and managing change in a challenging and complex environment.

- Experience and evidence of business planning, decision making, policy implementation, quality and performance governance.

Skills:

- Ability to lead and manage teams to ensure that efforts are focused on meeting the needs of children, young people and families, in conjunction with key partners.
- Ability to analyse patterns of need and trends over time and to use this in service planning.
- Ability to identify commercial trends and developments to maximise opportunities and realise improvements and efficiencies.
- Ability to lead and drive the implementation of change across a complex range of services.
- Ability to work across service boundaries in order to engage key stakeholders in shaping future service requirements.
- Highly developed interpersonal, negotiating and influencing skills.
- Have a personal and professional style of management which is open, engaging, purposeful and facilitative but also a proven ability to make, implement and sustain difficult decisions, expressing a viewpoint and providing strategic direction.