



SWINDON
BOROUGH COUNCIL

Role Profile

Job Title: Director of Social Work	
Grade: DR4 Salary: Circa £100k	Date Prepared: March 2020
Directorate/Group: Children Services	Reporting to: Corporate Director Children's Services

Job Purpose

One of Swindon Borough Council's four strategic priorities is to help people to help themselves while protecting our most vulnerable children and adults. As Director of Social Work, will be responsible for the strategic leadership and management of a programme of significant service improvement and the delivery, performance management and quality assurance of services directly delivered or commissioned in children's statutory social care, early help/prevention and community health services. You will drive the service forward to achieve the vision of 'One Children's Service – Consistently Good Everyday'.

As a key member of the Directorates Children's Senior Leadership Team, you will share in the collective responsibility for achieving the wider vision for the Directorate and whole Council. A key responsibility will be to meet the legal, social and economic obligations of the Local Authority in this key area of responsibility and deliver the duties as set out in the Children's Act 2004 as delivered through Working Together to Safeguard Children and Young People.

To actively listen to and respond to the voice of children, young people and families to inform decisions about service priorities and delivery.

Key Accountabilities

Professional responsibility for the leadership, strategic direction, performance management delivery and effectiveness of Swindon Borough Council's Children's Services.

Deliver the highest quality safeguarding, protection, care and provision for Children Looked After, and Swindon's most vulnerable children, particularly those subject to a child protection plan and children in need. Through partnership working with both internal and external agencies, ensure and enable effective operational delivery and excellent workforce planning and development.

Ensure the effective management and leadership of operational teams including performance management and quality assurance, at supervision and appraisals; offering appropriate training and development and ensure that senior managers are held accountable and successfully deliver in their roles.

To attend Council, Scrutiny Committee, Cabinet Meetings, Joint Commissioning Group and Health and Wellbeing Board as and when required.

To manage the budget and governance for resources allocated to your service and proactively seek to deliver efficiencies, where possible, without compromising the quality of service to children and young people.

To work closely with the Lead Member for Children's Services and Educational Attainment and inform them of appropriate issues relevant to the operation of the service.

To champion continuous professional development, through actively promoting and engaging with the other Directorates and the Council's performance framework.

To be responsible for leading, managing and delivering the next stage of development of the journey in Children's Services in Swindon.

To provide clear and visible leadership, that leads to high levels of commitment amongst managers and staff, creates a culture of openness & transparency and promotes equality of opportunity, underpinned by a positive working relationship with Trade Unions

Develop and maintain effective working relationships with central and local government departments and statutory partners, including Ofsted, Senior HMI, schools, health agencies, criminal justice, public health, other Local Authorities and the third sector and private providers.

Ensure that the service area has an effective, efficient and transparent way of recording and sharing performance management information and service data within the service and the communities it serves and ensure that children's services uses this information and intelligence to drive service improvement and practice.

To work effectively with senior leaders from statutory, no statutory and voluntary agencies to lead the collective delivery of services for children and young people across the Borough.

To ensure that performance measures are realistic and deliverable with performance constantly scrutinised and monitored, so to provide the best possible outcomes for children and young people within the resources available.

Accountable to the DCS for statutory safeguarding and child protection functions and to advise the DCS on all relevant issues relating to the quality, performance and improvement of the service, whilst promoting a culture of continuous improvement through managerial ownership and leadership of performance in your area of responsibility.

As a member of the Directorate Leadership Team, take shared corporate responsibility for delivering the vision, pledges and objectives of the Service and Council and as required, deputise for the DCS.

Champion and actively promote diversity and inclusion within Swindon's Community, its residents and SBC workforce.

To work in partnership with peers across Directorates to achieve the overall vision, priorities and pledges of SBC and ensure effective integration and delivery of services.

To ensure that appropriate health and safety practices are in place across the Directorate's sites and the appropriate level of supervision in place.

To work with key statutory and strategic partners, including Police and Health professionals, in delivering an effective multi-disciplinary system to improve outcomes and life chance for children and young people

To be able to undertake the role of Adoption Decision Maker (ADM) when/if required.

Knowledge & Experience

Candidates must have substantial knowledge and experience in the following areas of business and will be required to provide evidence of this:

- Comprehensive knowledge of relevant legislation, regulation, and statutory guidance relevant to Children's Services Social Care services and Early Help.
- Significant proven experience of having worked at a senior level in a political environment.
- Significant proven strategic experience of leading, managing and designing quality assurance and statutory services for children's social care and early help services.
- Proven experience of successfully leading, managing and driving the performance of diverse services with cross cutting agendas in a Local Authority and Partnership context.
- Experience of successfully designing and leading change and improvement programmes and transforming services to meet the needs of children and young people within a pressured financial climate.
- Extensive experience of effectively managing large complex budgets to improve services and maximise efficiency.
- Proven experience of working in a multi-agency and multi-stakeholder environment to establish new networks and contacts to maximise the Council's resources and outcomes for children.
- Experience of leading performance management, quality assurance and data intelligence frameworks to plan strategically and successfully manage operational services.
- Excellent Interpersonal skills including the ability to successfully influence and negotiate. This role is a post which will be engaging in regulated activity and therefore is subject to the Vetting and Barring scheme.

Qualifications

- A social work qualification with active Social Work England registration
- A relevant management qualification is desirable

Decision Making

Responsibility for making significant and evidence based decisions on financial, legal and statutory matters to ensure that children’s services are delivered in line with the Council’s legal responsibilities and within the requirements of the Children Act 2004 and Working Together to Safeguard Children.

Responsibility for working with elected members and a key member of the senior leadership team for advising, leading and responding to changes to both National and Local Government requirements (legislative, financial or regulatory).

<p><u>Job Scope</u></p> <p>Number and types of jobs managed 5 Staff Service Managers grade U</p> <p>Typical tasks supervised/allocated to others</p>	<p>Budget Holder</p> <p>Responsibility</p> <p>Asset Responsibility:</p>	<p>Yes</p> <p>Circa 21 million</p> <p>No</p>
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Contacts and Relationships

Significant contact with the Cabinet Member for Children’s Services and Educational Attainment and elected members.

Effective partnership working with external partners including health, police, third and private sector care and support organisations.

Contact with the public including through engagement led by the Council as well as planned and unplanned communication with local media.

Ensuring the involvement and experience of children and young people are accounted for and reflected in the delivery of council services.

Values and Behaviours

We strive to underpin our culture through strong management and authentic leadership, this means getting the management basics right, and ensuring what we commit to individually and collectively, we own and demonstrate accountability aiming to get things right first time. Building on this we also expect everyone at SBC to demonstrate and live our organisational values and behaviours , this means in our work we are:

Connected: We put Swindon and its people at the heart of everything we do.

We display a communication and behaviour style that promotes a positive Council identity in connecting with residents, customers, colleagues and other stakeholders ensuring a partnership approach to delivering our vision. Always asking, “is what I am doing in the best interests of Swindon and its people,”?

Resilient: We are forward thinking and work smart

We seek to identify where things can be improved, ensuring this learning is embedded, evaluated and built upon through a strong approach to continuous organisational development.

Brave: We respect and work together with our colleagues and customers to achieve success We act in an emotionally intelligent way, setting positive examples around accountability, risk and governance. This will be delivered through developing ourselves and our teams to achieve the highest possible levels of productivity and performance.

Employee Signature:	Print Name:
Date:	
Line Managers Signature:	Print Name::
Date:	