

# Kent County Council

## Job Description:

### Director - Integrated Children's Services (Social Work Lead)

Date: March 2018

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<b>Directorate:</b>	<b>Children, Young People &amp; Education</b>
<b>Division</b>	<b>Integrated Children's Services (East Kent or West Kent)</b>
<b>Grade:</b>	<b>KR17</b>
<b>Responsible to:</b>	<b>Corporate Director – Children, Young People &amp; Education</b>

#### **Job Purpose**

To be the accountable county-wide lead on all Social Work matters; including reviewing the impact of national and local guidance, legislation and political and policy requirements and developing strategic responses so that the Council consistently meets its statutory obligations in respect of services to vulnerable children and young people

The management and development of the operational delivery of integrated Children's Services, across a large geographical area of Kent, ensuring effective service delivery and that standards and outcomes are continually improved.

#### **Accountabilities**

Directors will work within the KCC Corporate Responsibilities for Senior Officers. In addition, as members of Extended Corporate Management Team, Directors and Corporate Directors will work together to make strategic decisions on the most effective use of the Council's agreed budget, resources and policies and enhance the reputation of Kent as a place as well as Kent County Council as the democratic agent of change in the region.

Champion and support the strategic cohesion in the delivery of children's services by maintaining and developing key links across KCC and partner agencies and via the Kent Safeguarding Children Board

Deliver against the outcomes as identified for the lead area of responsibility – Social Work:

- setting the strategic direction for children's social work services;
- ensuring that best practice, consistency of practice and continuous improvement in practice is embedded across the whole Division;
- lead the development and implementation of social work/safeguarding strategies to ensure safeguarding of children and young people is a priority and that safeguarding frameworks and protocols are adhered to throughout the division in order to protect children and young people;
- Shaping the way the council works with others to deliver children's social work services including those sitting under corporate parenting.

Responsibility for specific County-wide children's services.

Lead, manage and develop fully integrated teams of staff delivering services to children and young people aged 0-19 years (25 for children with a disability), across a specified geographical area of Kent, integrated ways of working, integrated systems and procedures ensuring improved educational attainment and wider outcomes for all.

Work in partnership with the Strategic Commissioner and other relevant Directors to ensure that the development of key commissioning strategies meets future needs.

Establish and develop effective partnerships to enable delivery of the Integrated Children's Services objectives, with other statutory agencies and with the private and voluntary sectors ensuring a consistent, effective and efficient approach to the delivery and commissioning of services to children and young people.

Lead on the development, provision and promotion of corporate parenting initiatives and services (e.g. adoption, fostering, care leavers and unaccompanied asylum-seeking children).

Quality assure the delivery of children's services against key priorities and plans to ensure they are meeting the needs of children and their families.

Actively review all services provided by this post to identify the 'right source' for their future delivery including consideration of outsourcing, co-sourcing or in-sourcing to ensure the most effective and efficient delivery methods are employed.

## **Services**

### **Integrated Area Teams to include:**

Child Protection  
Long Term Children in Care  
Family Support Teams  
Adolescent Teams  
Fostering  
Open Access -Youth Service and Children Centres  
Youth Justice  
Early Intervention – units and targeted work  
PRU, Inclusion and Attendance  
Commissioned services

### **County-wide services:**

Initial Duty and Assessment  
Front Door Demand  
Adoption  
Recruitment of Foster Carers  
Asylum  
Safeguarding  
Family Group Conferencing Services  
Virtual Schools Kent  
Quality Assurance

*This job description sets out the accountabilities specific to the role. These should be read in conjunction with the Corporate Responsibilities that apply to the Corporate Director and Director roles.*

## **Person Specification**

### **Qualifications**

- HCPC registered and Qualified Social Worker.
- Evidence of continuing professional development
- Educated to degree level or equivalent.

### **Experience**

Extensive experience and successful track record of strategic leadership and successful delivery in local government and/or other relevant large and complex Organisations working within the children's services arena.

Extensive experience of effectively managing and delivering a range of key integrated services and change programmes for children and families within a budget

Extensive experience and successful track record of achieving improvements in service delivery and improved outcomes for children and young people.

Extensive experience and track record in delivering a range of services in partnership with other agencies and stakeholders, both internal and external.

Extensive experience of working and influencing the direction of services within a highly political environment.

Commissioning and decommissioning services

Planning and performance monitoring across agencies in a children's service environment

### **Skills and Abilities**

Able to operate effectively as a member of the Extended Corporate Management Team, shaping the strategic Council priorities and setting clear direction, and service commitment to the successful delivery of the Council's strategic priorities.

Able to establish strong positive relationships across the Organisation at all levels, in order to provide effective leadership and direction including a relationship of both personal and professional credibility and trust with elected Members.

Able to establish strong positive relationships across partner and other external organisations that command professional confidence.

Able to demonstrate effective motivational strategic leadership and vision to staff at all levels including a positive attitude to change in order to maintain and develop services in a constantly changing environment.

Able to command respect, influence and negotiate at a strategic professional and political level both locally and nationally in order to ensure the best interests of the Council are met.

Able to demonstrate a high level of personal resilience, challenge and focus in order to ensure the whole Organisation delivers the right services in the right way.

Highly developed communication and presentation skills.

Able to lead, influence and implement strategic policies and decisions.

Effective management of large budgets and ability to demonstrate value for money for customers with a string focus on maximising a return on investment

Ability to analyse complex data and problem solve

Ability to plan, monitor and review all areas in the discipline

### **Knowledge**

Expert knowledge in a relevant professional area and proven track record of using professional expertise to develop and deliver strategic objectives and expected outcomes

Knowledge of complex statutory duties and codes of practice

Knowledge of effective parenting support and family resilience

Knowledge and understanding of the youth justice system and effective youth work

Broad knowledge of the range of children's services across partner agencies and sectors

In depth understanding of the strategic challenges and operational realities of managing services for children and young people in a large and diverse authority.