

BRADFORD CHILDREN'S AND FAMILIES TRUST

Executive Director Children's Social Care and Practice

Job Description and Person Specification

Managed by: Trust Chief Executive

Grade and Salary: Up to £130k

Responsible for:

- Children's Social Care and Safeguarding
- Assessment
- Children in Care
- Children with Disabilities
- Youth Offending Team/Youth Services
- Early Intervention and Family Help
- Children's Commissioning
- Quality Assurance
- Fostering and Adoption

Main Purpose:

This is a senior leadership role and as such the purpose, accountability and outcomes can change in accordance with organisational requirements and the development of the Trust.

To ensure the Trust delivers high-quality services which meet the respective statutory requirements of the Trust and the Council.

To develop effective partnerships at district, regional and national levels with the purpose of creating an innovative, long term vision for our children young people and families as well as promote the positive presence, influence and reputation of the Trust.

To provide inspirational professional and operational leadership, ensuring the Trust's vision and values are shared and demonstrated by all.

Collaborate with the Chief Executive, Chair and Board in shaping the business plan and work closely with the commissioners, partners and improvement board to ensure joined up thinking and actions.

Take a lead role in progressing the improvement agenda and managing Ofsted inspections.

Key Responsibilities and Accountabilities:

Working with the Board Directors:

As an Executive of the Trust you will attend Board meetings and be a professional advisor to the Chair and Non-Executive Directors.

Support the Trust Chief Executive and Trust Board, ensuring timely and honest advice, provision of regular monitoring updates and reporting on all relevant children matters thereby enabling the Board to discharge its responsibilities in a timely and effective manner.

Be the professional principal lead to the Trust, ensuring all statutory responsibilities are met in respect of the protection and well-being of children and young people.

Maintain an awareness of current and future policy/practice developments and challenges which impact on the work of the Trust, advising the Board accordingly, offering options and implementing decisions.

Support the Board in developing effective external relationships to secure the aims of the Trust, exert influence beyond the scope of the contract and maximise resources available.

Strategic Leadership:

As a member of the Trust's Senior Leadership Team, to provide visible, consistent and authentic leadership, articulate the Trust's vision and values and actively demonstrate these in everyday practice and behaviour.

Support the Chief Executive in the development of vision, strategy and business planning and take responsibility for their implementation, monitoring and reporting.

Service Delivery:

Lead the development and delivery of an integrated whole-system approach to supporting children, young people and families which drives improvement and the provision of high quality services.

Provide effective leadership across children's social care, youth justice services and early intervention, to achieve and maintain high standards of practice, champion and lead a strengths-based social work practice culture and ensure a highly motivated and stable workforce.

Ensure inclusive and diverse practice and service development across the totality of children's services.

To ensure the voice of children, young people and families is embedded in the development and delivery of services.

To ensure that services meet all regulatory and statutory requirements and be inspection ready at all times.

To ensure strong Quality Assurance frameworks which effectively monitor the quality of systems and delivery of services.

People, Financial and Risk Management:

Be responsible for significant financial budgets and resources, ensuring they are allocated effectively, demonstrate value for money and comply with schemes of delegation.

Lead and embed a team and individual performance management approach that underpins effective operational performance and empowers colleagues to operate within a culture of accountability.

Work closely with the HR Director to develop and deliver a workforce plan which attracts and retains the best talent, encourages career progression, supports diversity and makes the Trust an employer of choice.

Ensure that social care teams identify, evaluate and mitigate operational risks and provide assurance to the Chief Executive and the Trust board that risks are being managed and escalation protocols are exercised appropriately.

Representation of the Trust:

Promote good external relations and effective networks at national, regional and local levels, ensuring the engagement of all key stakeholders and dealing with regulatory bodies, media and central government departments.

PERSON SPECIFICATION:

Qualified and experienced social worker

Evidence of continual professional development

Substantial senior leadership experience in the development and delivery of services for children and young people with evidence of impact

Demonstrate expert knowledge and understanding of legislative frameworks relevant to children's social care and interested in the wider policy developments affecting children's services

A proven track record of service improvement through the development of practical, creative solutions and delivering these in a challenging budget landscape

Experience of developing and sustaining a culture that promotes high performance and continuous improvement

Highly visible and inspirational leadership skills which can lead and motivate others through significant change

A proven track record of developing strategic relationships, influencing and negotiating with a wide range of stakeholders and partners to achieve outcomes and gain ownership of a shared vision

Ability to exercise strong judgement and decision making and balanced management of risk

Commitment to the participation of children, young people and families in service development and delivery

Strong communication skills which can be adapted for different audiences and situations

Corporate player who works constructively and collaboratively with colleagues