



Job Role Summary

Role Title: Service Director – Children’s Social Care

Directorate: Children, Young People and Families

General Role Description

Strategically lead and oversee the area of children social care, creating an environment where social care can flourish as part of a learning directorate which secures exceptional outcomes as a result of consistent practice and performance. To provide vision and leadership ensuring professional standards and pride in the service with an eagle eye in achieving best value. Advise the DCS, on all key matters relating to children’s safeguarding and social care. Contribute effectively to all partnership and corporate related matters at senior level as appropriate, ensuring the voice of the children, young people and families are at the heart of service delivery and is heard and responded to.

Duties and Responsibilities

Core responsibilities and duties will include:

1. Provide overall managerial responsibility for the delivery of safeguarding and effective strategic leadership and statutory accountability for all operational matters; ensure the efficient discharge of all relevant statutory functions, having an overall lead for the continuous improvement of Children’s Social Care. Be a role model for effective and positive leadership behaviour that are based on strong relationships, outcome focused and future orientated.
2. To lead the embedding of strong learning culture across the directorate and ensure appropriate strategies are developed and delivered which meet the needs of Doncaster’s community. Work collaboratively, to ensure that partnership arrangements are maximised to achieve the best possible outcomes for children, young people and families.
3. Manage the response to audit and inspection processes and arrangements in relation to the services within the directorate. Lead the delivery of improved outcomes for children in the borough, including leading the partnership of relevant agencies with a view to improving outcomes.
4. Act as an ambassador for Doncaster Children’s Services, forming robust strategic alliances and developing effective working relations with partners from other organisations, government departments, children in care council, young advisors, business and voluntary sector groups. Lead the strategic development and policy formation for all social care services within the directorate and report performance to the DCS and leadership team.
5. Ensure the development and delivery of business and service plans that are focused on improving outcomes for children, young people and families. Ensure the provision of full and accurate information, research analysis and timely policy advice to Elected Members on matters relating to services, programmes and projects allocated to this post.
6. Lead and effectively deploy staff within the services in line with HR policies and procedures to ensure the greatest efficiency for the Council and to develop a highly motivated and committed workforce, where all individuals are encouraged to develop to their potential.

7. As budget holder, manage the service budget effectively obtaining value for money and maximising income where applicable. Develop and deliver services in a way that achieves increasing efficiencies and produces the required level of savings. Actively contribute to the endeavours to manage and reduce significant overspend due to placement pressures, including the future placement strategy.
8. Actively contribute and lead the practice development element of Mosaic implementation and effective performance reporting, management and intelligence. Identify timely responses to overcome performance issues and take appropriate action where required.
9. Assist through visible leadership the vision and culture for the children's workforce across Council services to support the coproduction of a vision, strategic aims and core values, providing a clear sense of direction, optimism and purpose.
10. Provide leadership to the managers for whom you have line management responsibility and for the wider management cohort. To promote a working environment of high challenge and high support. Ensure that the performance management process operates effectively within your services.
11. Manage and deliver projects that extend beyond the boundaries of the directorate as assigned from time to time by the DCS.

Person Specification

Skills, knowledge, experience, and training required to fulfil role include but are not limited to:

	Essential	Desirable
Education/Training - Degree or Diploma in Social Work, social worker registration. - Evidence of continuing professional development to demonstrate up to date knowledge and understanding of relevant legislation and its practical application	Y Y	
Experience - Excellent communication skills to a number of different audiences and engaging stakeholders, including Cabinet and Elected Members - Proven track record of leading improvement in Children's safeguarding or a background in inspecting Children's social care services. - Is skilled at managing budgets and resources in a large complex organisation environment and value for money services. - Ability to initiate, develop and implement effective strategies with clear goals and to make clear, informed, appropriate and timely decisions together with an ability to challenge poor service delivery - Ability to explore innovative and creative means of delivering improved service outcomes through effective resource utilisation, whilst minimising risk and maintaining a focus on delivering business as usual - Leading partnerships, developing strong collaborative relationships with partners both internally and externally to achieve common goals. - Has experience of leading, motivating and inspiring teams to achieve targets and goals.	Y Y Y Y Y Y	
Specialist Knowledge - A strong and skilled strategic leader who has a proven track record of achievement in leading major Children's social care initiatives, projects and/or programmes - Knowledge of current policy developments and funding mechanisms relevant to the role, with a clear understanding of local democracy and the processes, practices and culture required to deliver strong, healthy local governance.	Y Y	
Additional Requirements Understanding of Equality, Diversity and Inclusion in employment and service delivery.	Y	

JEID Number:

Date:

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