

JOB DESCRIPTION

Service:	Family Service
Location:	NLBP
Job Title:	Strategic Manager 0-25 Disability Service
Grade:	8
Post No.:	
Reports to:	Head of Service for Placements and Disability

1. Context and Purpose of the Job

To provide leadership, management and support to staff and ensure that children and young people's needs are assessed in a holistic and timely manner and that appropriate services are provided or commissioned to meet their needs and are consistent with their *best interests*.

To develop in collaboration with the Head of service the delivery of high quality, cost effective social care services through the setting standards and promoting and participating in joint working with partners and other agencies to ensure the local offer for children in care and care leavers is responsive and effective.

2. Responsibilities and duties

- 2.1 To supervise and line manage the Team manager and Deputy team managers in the 0-25 Disability service and oversee casework to ensure high quality assessment, planning and review of cases in line with statutory regulations and guidelines.
- 2.2 To secure good outcomes for children and young people and the most efficient use of the council's resources
- 2.3 To lead on service developments as they pertain to disability, SEND and the Care Act compliance
- 2.4 Promote Resilience Based Practice ensuring resilience based approaches are understood, embedded and evidenced in practice
- 2.5 To produce regular and high quality, analytical and concise written and verbal reports and briefings for the senior leadership team on practice quality and service developments
- 2.6 Set objectives for the service, develop plans, identify resources and mobilise staff to meet those objectives to ensure the needs of children, young people and their families are met.

- 2.7 To provide practice leadership to drive organisational change and improve professional and operational practices through delivery of training, observation of practice, modelling, live supervision, group supervision, quality assurance activities and hands on practical support to the children's workforce in managing high risk and complex case work.
- 2.8 To deputise for the Head of Service as required and taking the lead in relation to specific projects and service developments.
- 2.9 Monitor support and challenge compliance with statutory responsibilities and procedures
- 2.10 To support the recruitment and retention of staff, embedding a 'grow your own' workforce strategy which creates opportunities for career progression, continual professional development of the workforce to drive reform and improvement of services so they effectively identify and respond to children, young people and their families need.
- 2.11 Support practice innovations, responding to changing population needs, risks and opportunities using evidence based approaches, evaluative frameworks and research evaluations
- 2.12 Embed a culture of organisational learning undertaking appreciative enquiry, audit and disseminating learning from serious case reviews and practice reflection
- 2.13 Contribute to personal supervision and your own continuous professional development
- 2.14 The jobholder may be required to carry out other reasonable duties commensurate with the grade, as requested by line manager
- 2.15 This job description is not exhaustive and may change as the post or the needs of the Council develop. Such changes will be subject to consultation between the post holder and their manager and, if necessary, further job evaluation
- 2.16 To deliver the council's commitment to equality of opportunity, both in the provision of services and as an employer. All staff are expected to promote equality in the work place and in the services the council delivers.

N.B. All employees are expected to adhere to the Council's Diversity & Equality and Health and Safety Policies.

Barnet is committed to safeguarding and promoting the welfare of children and vulnerable adults and operates stringent safer recruitment procedures.

This role is subject to an enhanced DBS Check.

PERSON SPECIFICATION

- 1. Service:** Family Service
- Location:** NLBP
- Job Title:** Strategic Manager 0-25 Disability Service
- Grade:** 8
- Post No.:**
- Reports to:** Head of corporate Parenting and Permanence

Knowledge, training and experience
<ul style="list-style-type: none"> • Excellent knowledge of relevant legislative frameworks, government guidance, policies and procedures relating to Children and Families and specifically the legislative frameworks relating to both children and adults with a disability • Demonstrable experience of practice leadership at a management level • Demonstrable experience of driving workforce development activities leading to improvements in the quality of practice • Evidence of continuous professional development • Evidence of a UK recognised Social Work qualification and post-qualifying experience in a children’s statutory setting • HCPC registered
Skills
<p>Detailed knowledge of government guidelines and standards that support the delivery of safe, high quality service</p> <p>Knowledge of professional codes of practice that underpin the Children’s Workforce in statutory and early help settings</p> <p>A track record of effectively delivering safe services within a multi-agency framework, which has delivered excellent outcomes</p> <p>Proven track record of working collaboratively with managers in children’s services and in partnership with other agencies</p> <p>A well-developed knowledge base about the components of, and evidence for excellent social work practice.</p> <p>Ability to prioritize, monitor and be accountable for delivery of high quality workforce, quality assurance and practice development activities</p> <p>A high level of consultative, interpersonal, communication and negotiation skills including the ability</p>

to deal with complex issues in a sensitive and appropriate manner.

A good understanding of relationship management and the capacity to establish and maintain effective communication and working relationships.

A strong capacity to motivate, inspire and encourage people to reach their full potential

A good capacity to deliver high quality work to deadlines in a high demand environment.

Ability to summarise, analyse and evaluate complex information including data, spreadsheets and trends analysis

Ability to work as part of a team and contribute to strategic and operational service developments.

Ability to work across professional boundaries demonstrating a clear understanding of the roles and responsibilities of other agencies to promote an integrated approach and multi-disciplinary working to achieve results

A strong professional interest in research findings and their contribution to the development of best practice.

A good working knowledge and understanding of child protection and children in care policy and processes

A strong capacity to share information verbally and by writing concise reports about children in order to safeguard them and promote their welfare

To be computer literate and in possession of the skills necessary to work with information management and recording systems.

To be able to thrive in a complex environment and demonstrate resilience.

Supplementary Information Form

Post Title	
Service Area	
Job Ref Number	For office use
Budget management accountability	Please describe the accountability for managing budgets and their value, if applicable
Staff management accountability	Please describe the accountability for managing or supervising employees or equivalent, if applicable
Physical effort	Please describe the nature of any physical effort associated with the job that is over and above normal office requirements. It is important to also describe the frequency of the effort (for example, 'on average once a week', 'most of the time')
Working environment	Please describe the nature of any adverse working conditions associated with the job. Please include people related behaviour including abuse and aggression from the public and environmental working conditions such risk of injury from people, dirt, smells and noise. It is important to also describe the frequency of the condition (for example, 'on average once a week', 'most of the time')

Role Profile Checklist

- 1 The role profile contains a **job purpose** statement that clearly and concisely describes the overall purpose of the job. This should be a short statement, usually 2 or 3 sentences at the most.
- 2 The role profile contains a number of **accountability or responsibility** statements that describe the role in more detail.
- 3 The role profile contains a **person specification** that clearly details the knowledge, skills and experience required by somebody to carry out the job.
- 4 The role profile contains the level and type of qualification (or equivalent experience) required to carry out the job
- 5 The SIF contains specific information concerning accountability for managing or monitoring budgets and/or the management or supervision of other people.
- 6 The SIF contains specific information concerning the physical effort and/or working conditions experienced in the role. (over and above 'normal' office environment)

DECLARATIONS

This role profile and supplementary information form provides a fair reflection of the responsibilities, duties and demands of the role and the knowledge, skills and competencies required to carry it out.

Line manager to tick the appropriate boxes below:

- 1 Consulted with individual jobholder if applicable (do not tick if the job covers more than one jobholder)
- 2 Consulted with group/sample of jobholders if applicable (do not tick if the job covers just one jobholder)
- 3 Trades union involved in the update process if applicable (please tick if a trade union representative has been involved in the update process. For example, if the individual is a union member and requested their rep be involved or where there are larger groups of employees)

Line Manager	Head of Service
Print	Print
Sign	Sign
Date	Date