

## Lambeth Council

### Job Profile

#### Assistant Director – Children’s Social Care

**Responsible for:** Service Managers, Delivery Leads

**Responsible to:** Director, Children’s Social Care

There are four AD roles and each Assistant Director is responsible for a diverse and complex service area within Children’s Social Care; Quality Assurance, **Early Help and Access**, Family Support and **Child Protection, Children Looked After**. *(those highlighted are the vacant posts).*

### Job Purpose

- Provide organisational change leadership for Children’s Social Care offering multi-agency safeguarding services for children in need and their families.
- Continually raise standards, improve and extend services in line with local and national requirements.
- Operational responsibility for the delivery of statutory services and functions.

### Principal Accountabilities

1. Operational management and leadership of a range of functions in Children’s Social Care to support the organisational culture and practice changes aligned to community, council and national best practice.
2. Fully participate and contribute as a key player to the Children’s Social Care Senior Management Team and play a corporate leadership role at the Council and with partners.
3. Provide Council Executive and Committees, and corporate leaders, voluntary and community groups with relevant data, information and reports.
4. Collaborate in the development and maintenance of partnerships within the Local Safeguarding Children’s Board.
5. Oversee and manage the assigned budget, carry out options appraisals and achieve value for money for quality services. Participate in the development of the financial strategy for Children’s Social Care.
6. Lead and hold responsibility for excellent safeguarding, assessment, family support and child protection services by:
  - a. Offering expert advice and guidance around the development of processes and systems.
  - b. Ensure that all systems, processes, practise guidelines and procedures are fully implemented and are quality assured.
  - c. Ensure performance meets national and local requirements and targets.
  - d. Ensure that our services align to our strategic customer care focus.
  - e. Ensure that the services comply to relevant health and safety and other legislation.
7. Place a strong focus on effective supervision, appraisal, support and training to staff throughout the service group.

8. Ensure appropriate plans and priorities are agreed with other areas of the Council, partner agencies, the voluntary sector, the private sector and residents to ensure excellent children's services are provided.

## **Person Specification**

### **Knowledge**

- Detailed knowledge of Children's Services national legislation and statutory requirements.
- Knowledge of professional codes of practice, government guidelines as they support the delivery of safe, high quality services.
- Knowledge of equality legislation.
- Well developed knowledge about the components and evidence base of excellent social work practice.

### **Experience**

- Proven leadership and management experience in children's social care.
- Demonstrable track record of multi agency delivery in children's social care.
- Proven track record in organisational change management.
- Proven experience of operating within local and national good practice guidelines.
- Strong professional practice experience aligned to personal value set.
- Strong resource manager – finance and people resourcing.
- Proven operator in a multi agency environment.
- Helps create joined up solutions across the borough.
- Keeps up to speak with modern good practice nationally and internationally.

### **Qualification**

- CQSW, DipSW or other HCPC recognised social care and social care qualification.
- Evidence of continuous professional development.

### **Core skills and behaviours**

- Strong personal value set with professional practice at the heart of the way you operate.
- Ability to build new teams and take them with you on an improvement journey.
- Focus on the local communities and their needs when designing service provision.
- Tenacious, robust and resilient for improvements.
- Listens to, empowers and supports others.
- Advocate for the Borough in internal and external environments.

***This is an abridged version of the job profile for attraction purposes and the full job profile will be given to shortlisted candidates.***