

Recruitment person specification

Post being recruited for: Head of Children's Services - Complex Safeguarding

Our Behaviours

These apply to all posts

Respect – We're inclusive, we promote equality, we treat people with fairness, understanding and kindness and we consider others in our decisions and actions.

Integrity – We're open and honest, we take responsibility, we build trust and we pull together to do what's right for our residents, colleagues and city

Flexibility – We're open minded, we keep it simple, we adapt to provide great service and find better ways of doing things, and we embrace opportunities for shared working and learning

Person specification

Category	Essential	Desirable
Experience	Leadership Leading and managing a relevant or equivalent service within an organisation of comparable scope, size and complexity. Providing strong leadership to create a high-performance culture and a clear sense of purpose Leading and managing a relevant or equivalent service in a political environment. Leading change including formal organisational reviews. Strategy & Change Management Developing and driving strategy and policy to deliver sustainable and successful outcomes for children and families. Experience of successfully leading transformation of services to deliver best value and the efficient use of resources. Ability to maintain focus on achieving effective delivery of services at a time of significant change and financial challenges. Partnership and Engagement Successful partnership working and networking with key stakeholders, e.g., NHS, voluntary sector, service users and carers, citizens and communities, business communities, government and other public agencies including all Corporate Parents to deliver integrated services for children. Experience of leading employee and stakeholder engagement. Ability to negotiate and broker favourable services and terms for the Council. Managing complex budgets across agencies. Financial Business and commercial acumen to support strategic delivery of Children's Services, including the ability to interpret and understand complex financial and budgetary information. Ability to manage large budgets and ensure compliance with financial regulations.	
Knowledge, skills and understanding	Significant experience of leading on professional standards, ensuring statutory requirements are met, managing high levels of risk including child protection, and management of registered services. Knowledge of legislative and policy environment and wider issues facing local government.	
Qualifications and training	Diploma in social Work Relevant degree or equivalent A recognised management qualification or extensive management experience. Demonstrable commitment to continuing professional development	

Job specific requirements	Ability to understand and respond effectively to the complex and changing legal, policy and delivery environment and provide professional advice and leadership on all areas of Children's Services. Ability to deputise for the Service Director. Capability to oversee complex range of dispersed services Ability to make complex judgements and provide advice regarding the learning, care and placement of children and young people within a variety of contexts, pressures, and limitations. Hold significant specialist knowledge and skills in child protection. Ability to lead implementation and delivery of statutory duties, and consistent with national and local standards. Ability to oversee service performance to deliver consistency and improvement. Ability to lead implementation and delivery of Whole systems, strength base approach. Ability to ensure high standards of provision in regulation services.	
----------------------------------	---	--