

Head of Service – Homes for Children - Grade 18-19

Job Category

To be read in conjunction with Strategic Implementation – External Customer and Front Door.

Role Description

Provide professional and strategic leadership to drive the development and sustainability of high-quality homes for children and young people across Kirklees.

Provide effective leadership and management across a range of children's residential settings including mainstream, children with a disability and respite provision and Multi Systemic Therapy (MST) settings ensuring that the needs of children and young people are fulfilled, and outcomes improved.

Provide leadership for developing and implementing our model of care for our children and young people, working closely with the Head of Service for Quality Assurance and Safeguarding.

Work in partnership with Head of Service, Children's Joint Commissioning, in relation to market management, capital developments and sufficiency strategy work to develop a range of high-quality homes for children across fostering, residential services and external providers to meet a broad range of needs.

Working with other Heads of Service to deliver service improvement agenda and support the implementation of a robust quality assurance framework.

Lead on the development of a highly skilled, flexible workforce across our homes for children services including children's residential and home finding services that works with a restorative, child-centred focus to improve the experiences and outcomes of vulnerable young people.

Responsibility for short breaks provision and Young Person's activity team.

Responsibility for transformation of respite services including increased personalisation.

Embed inspection performance criteria across services.

Support a culture of transparency where challenge and scrutiny are embraced as an opportunity to learn and improve practice.

Embeds an outcome focused approach to delivering services for children.

Ensures cost effective delivery of high-quality services.

Supports a culture of high expectations in service delivery ensuring joined up services focused on excellence and delivering agreed outcomes.

Consistently applies intelligence led decision making ensuring best practice, data and intelligence are used to drive continuous improvement and operational practice.

Embeds a service framework for monitoring the achievement and impact of changes and ensures a feedback loop into strategy across the wider council.

Embeds a partnership ethos to achieve jointly commissioned outcomes across the Council and its wider partners.

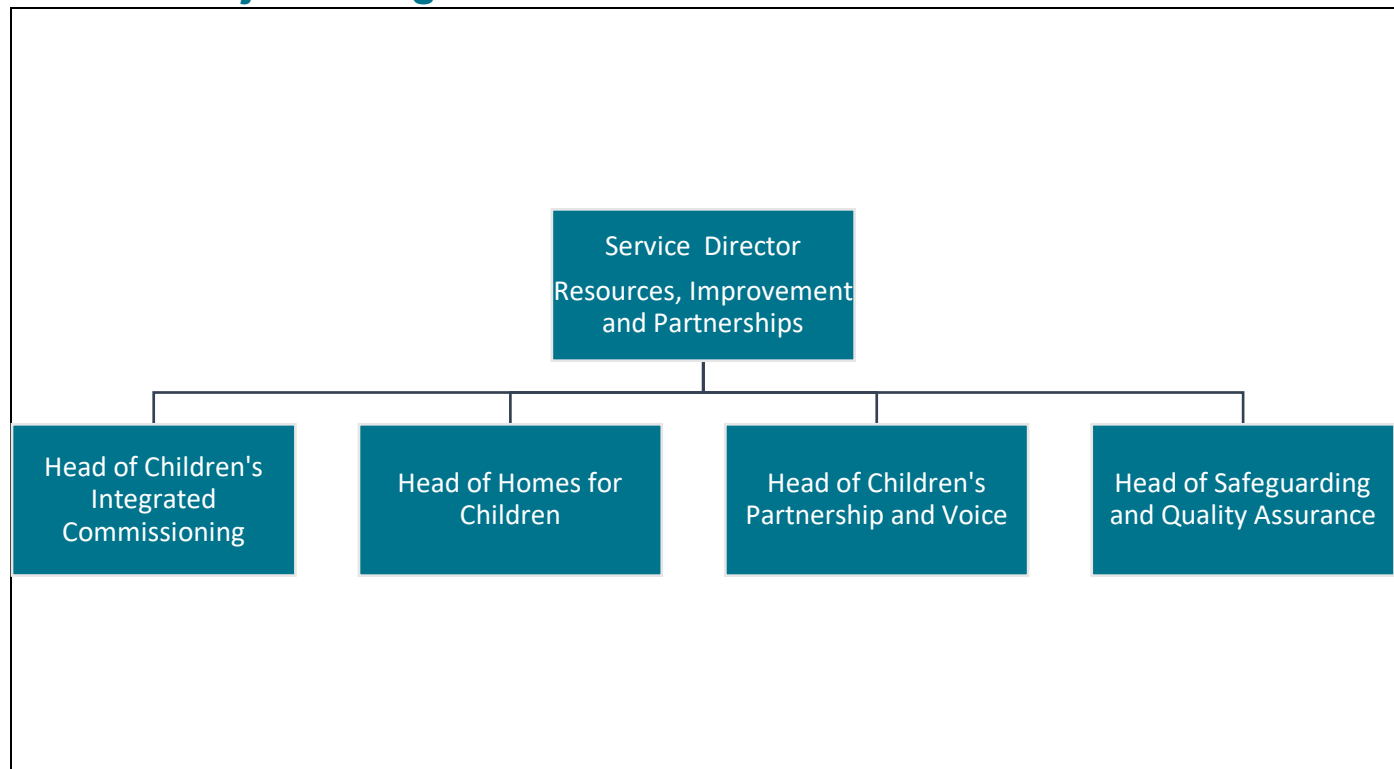
Monitor and manage service delivery within available budgets and improvement targets.

Responsible for workforce development including planning, development, sufficiency, and succession planning for current and future need.

Employee Specification

Knowledge, qualifications, skills and experience	Shortlisting criteria
Substantial experience ideally in a children's social care environment providing a depth and breadth of knowledge in areas of responsibility.	Essential
Social Work qualified and SWE registered.	Essential
Ability to lead, manage and develop a team or provide technical leadership through a matrix structure.	Selection Process
Strong influencing and stakeholder management skills and the ability to build relationships at a political, senior and management level.	Essential
Up-to-date knowledge of external issues (legislative, regulatory, best practice standards etc.) that affect own specialist area.	Selection Process
Substantial experience providing a depth and breadth of knowledge across an organisation; organisation subject matter expert in own specialist area.	Essential
Significant level of senior level leadership experience, providing depth and breadth of knowledge to act with credibility at this level.	Essential
Excellent people leadership skills and strong sense of doing what is right for residents.	Selection Process
Understanding of wider issues in local government, partner organisations, public and private sector.	Essential
Demonstrable commitment to performance management and productivity to meet the council's priorities.	Selection Process
Ability to demonstrate strategic capability and capacity.	Selection Process
Committed to and champions Diversity and Inclusion.	Selection Process
Committed to and Champions Safeguarding.	Selection Process
Demonstrates a flexible, creative, and innovative solutions focused approach.	Selection Process
Strong change management skills.	Selection Process
Substantial experience that demonstrates financial acumen.	Selection Process
Understanding that commercial and entrepreneurial acumen will be increasingly expected and commitment to develop this.	Selection Process
Ability to challenge appropriately at all levels and in a range of forums.	Selection Process
Accepts an enhanced DBS and barred list check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential

Position of job in organisational structure



For Office Use Only:

Job Category	Leadership Team	Grading ID	H00010
Job ID	80102464	Last Updated	Sept 2021
Job Focus	Yes	Career Progression	No

Contractual Variants

DBS Category	Children	DBS Type	Enhanced + Barred
Health Check	No	Politically Restricted	Yes - F
24/7 working	No	Public Holidays	No
Night Working	No	Alternating Pattern	No
Standby	No	Other	No