

Role Title: Assistant Director Children with Disabilities

Reports to: Director Corporate Parenting

Date: 03/08/2021

Role Purpose

Manage the delivery of a social work service to children with disabilities across all four quadrants in Surrey ensuring consistency and improved outcomes for all children.

Provide operational leadership and specialist knowledge across Children's services

Contribute to collective leadership of the council, working collaboratively across the organisation and with partners and stakeholders to support delivery of great services to residents.

Leadership

Work collaboratively with Directors to develop the directorate's strategic approach to service delivery and business improvement to deliver the council's priorities.

Make a significant contribution to the development of policy and procedures as they apply to Children with Disabilities to support continuous improvement and meet quality standards and legislative requirements.

Plan, organise and manage a complex operational or functional area through managing teams to deliver a professional service within the overall business plan.

Lead on developing and managing key strategic initiatives or programmes of work working collaboratively internally and externally to deliver key council priorities.

As a lead expert within a specialised field provide advice, support and innovative solutions to ensure services are developed and delivered in line with best practice and statutory requirements.

Provide professional leadership to the team/s and/or colleagues, strengthening skills and competence and fostering a strong culture of standards, performance and accountability.

Role model the council's behaviours and leadership expectations, and ensure that all approaches and outcomes are consistent with organisational and public service values.

Champion and manage transformational change and embed new ways of working to ensure high quality service delivery and value for money.

Work collaboratively internally and externally to ensure that issues are effectively managed and foster partnership working to promote sustainable service improvements and generate efficiencies

Maintain effective budgetary control, while ensuring legal, regulatory and policy compliance within area of responsibility and that effective systems operate to manage performance and risk.

Work inclusively with a diverse range of stakeholders and provide leadership on equality issues to promote equality of opportunity.

Key Functional/Service Accountabilities

Develop, lead and manage specialist teams providing a range of children's social care services across Surrey, ensuring that assessment and interventions are delivered in time and are of high quality, to improve outcomes for children, young people and families.

Drive delivery of effective preventative and early help services for children with disabilities to secure positive outcomes for children and young people and more resilient families

Ensure delivery of the statutory obligations relating to safeguarding and family support and that safeguarding is actively promoted, understood and procedures followed to keep safe those most in need of protection.

Manage the most complex cases in care proceedings to ensure the best outcomes for children, young people and families.

Ensure that children looked after within the service receive care which reflects their needs and promotes independence.

Work closely with the Assistant Directors within Corporate Parenting & Family Resilience to provide operational leadership across children's services on corporate parenting and family resilience initiatives and services to ensure delivery of statutory and non-statutory responsibilities and continuous improvement.

Manage efficient responses to service inspections, legislative changes and national policy developments to support improvement.

Manage efficient and timely reporting of key areas of operational delivery and performance indicators, and report to elected councillors and committees as and when required.

Contribute to the operational management and strategic development of the service as a member of the Children's Services Management Team to improve the performance and quality of services.

Dimensions

- **Financial:** TBA
- **Direct reports:** Service Manager South East & South West
Service Manager North East & North West

Indicative Knowledge, Qualifications, Skills and Experience

- Degree or equivalent level professional qualification plus substantial experience at a senior management level in a specialist area in a complex environment.
- Up to date professional knowledge base of the key areas relevant to the role with evidence of continued professional, managerial and personal development.
- Extensive understanding of the broader contextual factors affecting the role.
- Ability to balance policy development with effective operational management.
- Ability to deploy advanced skills to inspire, motivate, coach and develop team members to high levels of performance.
- Highly developed written and verbal communication skills with the ability to influence and engage high level internal and external stakeholders effectively.
- Proven ability to manage budgets and available resources to deliver effective support to their area of responsibility.
- Proven ability to manage and deliver change programmes.
- Ability to exercise a significant degree of interpretative and constructive thinking and evaluative judgement appropriately.
- Strong ability to understand and anticipate customer needs and respond accordingly.
- Demonstrable experience of building and sustaining highly effective relationships and networks that have enabled the delivery of services and programmes across organisational and professional boundaries.
- Commitment to Surrey County Council's values and behaviours and equal opportunity policy, with an ability to demonstrate personal leadership on the importance of diversity.

Additional Specific Knowledge, Qualifications, Skills and Experience

- A relevant professional social care qualification and registration with Social Work England.
- Deep understanding of the relevant legislation and practice standards and the implications that changes to legislation may have, including Inspection Regulations and what it means to be Inspection ready.
- Ability to prioritise and manage a high volume of casework effectively.

Other requirements

Satisfactory DBS clearance.

On call - be available if required to support the council when needed to maintain key service delivery and in the event of a serious incident.