

Job Description and Person Specification

Role: Strategic Lead for Corporate Parenting and Sufficiency



Job Description

Job Title	Strategic Lead
Grade	AD2
Service	Childrens Services
Reports to	Director of Childrens and Education
Location	Coventry
Job Evaluation Code	



About Coventry City Council

Who we are: At Coventry City Council we are dedicated to making a positive difference to the services we deliver to the diverse citizens of Coventry. The work we do improves people's lives – from helping them into work to providing clean and green places to live, to keeping people safe and protected.

As a Coventry City Council employee, you have our ongoing commitment to your growth and development with opportunities to work across multiple service areas including customer contact, public health prevention and education and skills, adults and children's services and provide support for the most vulnerable.

Our aim is simple – to be globally connected, locally committed, deliver our priorities with fewer resources whilst effectively managing our performance and measuring our progress.

Our Values: We expect everyone who works for us to be committed to our One Coventry values and to share our commitment to becoming a more diverse and inclusive organisation:



About the Service your team will provide

Purpose of the role

This is a senior role within Children's Services and corporately with the Council, with delegated authority from the Director of Children's Services for the management of functional areas within the Directorate. Specific job purposes are:

1. To provide leadership and professional support to Children's Services, ensuring that statutory obligations and local targets are met on time and within budget.
2. The oversight and maintenance of high service and professional standards.
3. To manage resources effectively and in line with the principles of value for money.
4. To manage the provision of services in line with Council, Directorate and Service strategies, plans and policies along with compliance with relevant legislation.
5. Have delegated authority over a functional area of Children's Services, driving forward the services improvement, ensuring capacity in key areas to support service outcomes, in the context of local and national priorities.
6. To provide clear, visible and motivational leadership, communicating the vision and objectives, to create a high performance culture that drives continual improvement, efficiency savings and high levels of customer satisfaction, aligned to the strategic direction and customer focus of the Council.
7. To promote, develop and maintain effective partnership working and strategic alliances with internal and external stakeholders in order to achieve continuous improvement.

Main Duties & Key Accountabilities

Core Knowledge

To provide effective leadership and management direction to services and teams to improve and assure practice and outcomes for children and their families.

- To lead the strategic planning, implementation and evaluation of the services, in line with aims and objectives of Coventry's Children and Young People's Plan, the Children's Workforce Development Plan, statutory requirements and other relevant strategies and plans.
- To work in partnership with other departments and external agencies to develop and provide services which meet the needs of children and families in Coventry and deliver the best possible outcomes for children, young people and their families.
- To promote equality and anti-discriminatory practice, and to assure equality for both service users and staff.

- Together with the Director of Children's Services to work with, and support, Elected Members in identifying and delivering policies, priorities and resources for Children's Services.
- To develop and encourage innovation and creativity in the design and delivery of children's services.
- To assure that the agency exercises statutory powers with due care and attention ensuring the service complies with statutory legislation and guidance.
- To ensure the existence of a safe and stable Children's Services workforce; addressing recruitment and retention challenges and the provision of learning and development frameworks and resources which inspire employees and ensure key objectives are achieved on time, to agreed standards and within the resources available.
- To work directly with children, young people, parents, and carers to make sure their views are listened to and inform service development or changes.
- To develop the most effective models for discharging children's services functions ensuring the best possible outcomes for children, young people and their families.
- To lead and ensure the council's partnerships work effectively across the city in order to improve inequalities for children and young people that live in the city.
- To work with other local authorities, regulatory bodies and central government on areas of shared issues and areas of interest.
- Any other duties and responsibilities within the range of the salary grade.

Standard information

Post holders will be accountable for carrying out all duties and responsibilities with due regard to Code of Conduct, Safeguarding, Health & Safety and the City Council's Workforce Diversity and Inclusion Policies.

Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.

Smoke Free

The City Council is Smoke - Free. Smoking is not permitted on any of our premises or the surrounding land including car parking facilities.

Training

The postholder must attend any training that is identified as mandatory to their role.

Responsible for:

Staff managed by postholder:

Operational Lead Fostering
Operational Lead Residential Services
Operational Lead Commissioning
Operational Lead Placements

Person specification

Job Evaluation Code	
Knowledge	
<ul style="list-style-type: none"> • Extensive knowledge and understanding of the major issues facing Children's Services and Local Government 	
<ul style="list-style-type: none"> • Detailed knowledge of relevant legislation and national strategies, policies and frameworks 	
<ul style="list-style-type: none"> • A well-developed strategic perspective of Children's Services 	
<ul style="list-style-type: none"> • How to manage performance in a manner that raises standards and delivers service improvements 	
<ul style="list-style-type: none"> • Strong financial awareness and understanding of commissioning and evaluation of services 	
Skills and Abilities	
<ul style="list-style-type: none"> • An inspiring leader who can demonstrate their commitment to the Council's Vision and overall direction. 	
<ul style="list-style-type: none"> • An ability to develop and deliver the service whilst ensuring the safeguarding of children is at the heart of what is achieved 	
<ul style="list-style-type: none"> • Highly developed analytical and problem-solving skills 	
<ul style="list-style-type: none"> • Excellent written and verbal presentation skills to communicate with a range of individuals on complex issues 	
<ul style="list-style-type: none"> • Ability to promote a culture that ensures the safeguarding of children and young people; their health and well-being is at the heart of the delivery of services 	
<ul style="list-style-type: none"> • Political awareness and an appreciation of issues that influence political decision making 	
<ul style="list-style-type: none"> • Enthusiastic, energetic, resilient and sound judgement 	
<ul style="list-style-type: none"> • Effective and clear decision-making ability 	
Experience	
<ul style="list-style-type: none"> • Successful delivery of ambitious transformational change 	
<ul style="list-style-type: none"> • Significant experience of senior leadership in Children's Services or a related field. 	
<ul style="list-style-type: none"> • Working successfully with partner organisations and Elected Members. 	
<ul style="list-style-type: none"> • A record of innovative achievements and joint working with partners and Stakeholders 	
<ul style="list-style-type: none"> • Successful delivery of ambitious transformational change 	

Qualifications
<ul style="list-style-type: none"> • Social Work qualification and Social Work England registration
<ul style="list-style-type: none"> • Postgraduate qualification in management or equivalent
<ul style="list-style-type: none"> • Evidence of ongoing professional development
Special Requirements
<ul style="list-style-type: none"> • This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS). • This post holder will be expected to deputise for the Director of Children's Services and provide senior out of hours management cover on a rota basis
Addendum: Strategic Lead – Strategic Lead for Corporate Parenting & Sufficiency – Specific Accountabilities
<p>Service focuses on sufficiency of homes (placements) for LAC and for SEND (commissioning of external day and residential placements) and achieving value for money.</p> <p>Lead for Health, including being rep for ICB, leading on continuing health care and transforming care.</p> <p>This service includes Operational Lead for children's commissioning team (Placements for LAC), Joint Commissioning Team with ICB (CAHMS, Speech and Language, etc), SEND commissioning of external day and residential placements and West Midlands Commissioning Hub.</p> <p>It also includes management of internal fostering service including foster carers. Management and running of 12 internal children's Homes (Inspected annually by Ofsted). Currently have 5, another 5 agreed by Cabinet with proposal for 2 further CH's. Currently one being built every 6 months.</p>

Date Created		Date Reviewed	April 2024
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