

**Manchester City Council
Role Profile**

**Assistant Director (Localities), Grade SS3
Children's Social Care, Directorate for Children's and Education
Reports to: Deputy Director of Children's Social Care**

Band SS3 (Head of Service/Operational Leadership)

Overall purpose of the role

The role has responsibility for the strategic leadership within a designated locality and a significantly sized city-wide service whilst also holding a broad improvement portfolio associated with directorate and council strategic priorities. These functions play a highly significant contribution to the Council's strategic objectives for children in line with the Our Manchester strategy and the children's services plan as well as impacting on relationship with staff partners and our regulator OFSTED.

Responsible for the effective leadership of Duty & Assessment, Child Protection, Advice & Guidance (MASH), Children with Disabilities services, and with key responsibilities for building effective locality plans with partners across the city to ensure children and young people are safe, happy, healthy and successful.

Strategic citywide responsibilities which will include one or more of the following services:

- Complex Safeguarding Hub
- Youth Justice Service
- Emergency Duty Service
- Children with Disabilities and SEND.
- Business Support

Key Responsibilities:

Lead and manage complex and multi-faceted children's social care services ensuring the needs of children and young people are met and good outcomes are achieved.

Lead, influence, plan and deliver an effective children's local plan, working with key partners at a senior level, to ensure children and young people are safeguarded and outcomes are improved.

Deputise for the Deputy Director of Children's Services, managing risks to the service and organisation and supporting effective decision making.

Lead on the strategic development of multi-disciplinary working, to identify and develop innovative models to continually improve the outcomes for children and young people.

Lead in the planning, delivery and monitoring of support to people, engaging with partner agencies to deliver high quality and safe services to children, young people and families.

Build effective relationships with key partners to strengthen the integration partnership and ensure that person-centre approaches are understood, valued and embedded throughout the new organisation.

Provide high-quality leadership and direction setting, delivering on service priorities by identifying and securing quality services to children, commitment of stakeholders to partnership working utilising strategic planning and thinking, local knowledge and influence to deliver on priorities.

Accountable for the strategic management, performance against national and local indicators, as well as the development of staff and professional practice within their service area and in line within regulators expectations.

In designated practice areas the post holder will lead the local integration of service delivery with the health economy ensuring effective integration, excellent working relationships and developing a culture to improve service delivery.

The role will have a key function of delivering both a localised social work practice function with a defined place.

The role holder is required to manage, deploy and co-ordinate all resources, human and financial, in a well-planned and controlled manner, ensuring that service requirements and resource levels are fully identified managed within budget with the appropriate level of accountability across the local management team.

The role holder will be responsible for leading a locality wide strategic partnership with NHS, Education, GMP & third sector organisations whereby local needs/ issues are identified, and plans are implemented through collaborative working with the aim to improve outcomes for children across the city.

Develop and strengthen locality management arrangements to be able to consistently improve and drive consistency and quality of practice and care planning for children and young people, increasing opportunities for children and their families and mitigating organisational risk to the Council.

Ensure effective communication through high quality reports, informal briefings and presentations to City Council Committees, Elected Members, MPs and organisations from the public, private and voluntary sectors where required.

Lead the development of innovative commissioning and service delivery strategies, taking into account best practice and the needs of local communities which deliver the vision for growth, people and place within available resources.

The role holder will establish new ways of working which focus on outcomes for Manchester communities and drive continuous improvement in the delivery of services, and the professional development of employees.

Shows passion for Manchester throughout their work and in their behaviour, championing Manchester in everything they do.

The role holder will develop greater coordinated working across services, partners and communities through relationships with key stakeholders and by listening and engaging with people to deliver improved services.

Manage employees and budgets successfully ensuring service needs and resource levels are identified and met.

Ensure statutory regulations are met to safeguard the organisation and the population of Manchester.

Foster commitment, talent and fresh thinking, challenging yourself and others and take responsibility for their own development and promoting continuous learning.

Through personal example, open commitment and clear action, ensure diversity is positively valued, resulting in equal access and treatment in employment, service delivery and communications.

Where the roleholder is disabled every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the role. If, however, a certain task proves to be unachievable, job redesign will be given full consideration.

Behaviours, skills, and technical requirements

Our Manchester Behaviours

- We work together and trust each other
- We're proud and passionate about Manchester
- We take time to listen and understand
- We 'own it' and aren't afraid to try new things.
- We show that we value our differences and treat people fairly

Generic Skills

- **Communication Skills:** Speaks fluently and writes articulately, expresses opinions, information and key points of an argument clearly, makes presentations and undertakes public speaking with skill and confidence; responds quickly to the needs of an audience and to their reactions and feedback; projects credibility. Track record of working within complex partnership arrangements and can demonstrate the capacity to steer change through influence and direction setting with partners and the third sector.
- **Collaborative working:** Build influential and productive relationships across Manchester and the wider local partnerships, across regions and nationwide, to secure the very best support to families and the protection of children.
- **Planning & Organising Skills:** Ability to strategically plan and organise, to problem solve and adapt to a changing landscape both in terms of budgetary constraints policy developments and legislative guidance.
- **Problem Solving & Decision Making:** Ability to react to immediate problems of a highly complex nature with associated risk factors and deliver pragmatic solutions sometimes under extreme pressure.
- **Strategic Thinking:** Demonstrates a high level of political awareness and links strategies for continuous improvement with the drive to achieve national, corporate and departmental standards and goals.
- **Financial Management:** Manage significant budgets in order to meet demand and ensure quality of service provision. Confidently illustrate the relationship between efficiency, children's outcomes and financial flexibility so that services can respond to changing need and risk.
- **People Management:** Has ability to secure and direct resources for a wide area with diverse staff with clear risks attached to decisions. Ability to define and articulate a strong sense of purpose and engender commitment across individuals and groups to a set of shared objectives.

Technical requirements (Role Specific)

- This complex role in a highly regulated profession requires a blend of skills knowledge and experiences with someone who is a high performer over a number of complex and challenging functions.
- Extensive senior management and leadership experience and must be a qualified social worker registered with Social Work England.

- Up to date, extensive and in-depth working knowledge of relevant legislation and case law.