

## Job outline - Director of Children's Safeguarding and Social Work

### Tier 1: Director of Children's Safeguarding & Social Work job specific accountabilities

- Provide strategic leadership and professional expertise to ensure Camden is able to keep children safe from harm, focusing on stepping down where possible, build resilience and are able to act quickly and decisively when needed.
- Work with colleagues and Members across the Council to support them in ensuring all our work and services contribute to keeping children safe.
- Ensure that strategies for keeping children safe embody a whole family, whole system approach, developing effective and enduring partnership working.
- Provide strategic and expert leadership to the implementation of The Camden model of social work and approach to building resilient families.
- Lead the Council's work to be an outstanding Corporate Parent to Looked After Children & Care Leavers
- Provide excellent fostering and adoption services, ensuring all children have the best possible chance to succeed and are placed in a safe environment
- Provide Quality Assurance and audit expertise and capacity to ensure safety and high standards of frontline social work practice.

This role is responsible for the following services:

- Children in Need
- Children's Quality Assurance
- Looked After Children
- Head of Children's Care Provision
- MOSAIC

### Supporting People

#### Supporting People Directorate: summary of directorate purpose

The 'Supporting People' directorate has ultimate responsibility for the people related outcomes and provides support for children, young people, adults and families who are in need; this includes ensuring that children and vulnerable adults are kept safe. It has a strong focus on intervening early to prevent problems escalating as well as having a major contribution to 'prevention' and ensuring individuals and families are supported to overcome disadvantages, are resilient, living healthily and independently wherever possible. Giving children and young people the best possible start in life is a major component of this. Close working with partners and integrated working will be critical. There is a strong voice and focus on children, families, and vulnerable adults.

## TIER 2

### Leadership Family Summary:

The Leadership family includes those employees whose primary activity is determining the strategic direction of the organisation and leading on the policies, activities and service improvements required to deliver the strategy. Employees in this family have progressed to a level in the organisation that is beyond the top of their original professional discipline. They operate at a directorate, divisional or service level, beyond the level of the specialist or technical team. They are required to think at a conceptual level and to own and implement the corporate strategy.

### Tier 2 job summary [common to all Tier 2 jobs]:

These are chief officer jobs accountable for the achievement of designated priorities and outcomes, within agreed resource constraints. This will involve the development and delivery of medium term, outcome focused strategies for groups of services. These jobs contribute to leading the organisation, including specific accountability for designated services, ensuring a responsive, resident focused way of working through our systems and processes. They will ensure that services and activities across the council and with partners are closely integrated and joined up to better achieve outcomes efficiently as well as improve residents' experiences. They reach outside the council to ensure strong partnership working and service integration where appropriate. They support and advise the council on strategic and significant operational matters. They ensure strong achievement and improvement in the delivery of outcomes through effective performance and risk management including in the use of resources. They may ensure that our legal and other duties are fulfilled.

### Tier 2 common accountabilities: you have specific responsibility for an area of focus within a designated directorate as well as corporate responsibilities as follows

- Advise the Tier 1 post-holder(s), Council and Members on all aspects of the services the post holder is responsible for and support the administration in the delivery of its priorities, with a particular focus on the services the post-holder is accountable for / has strong links to.
- Undertake the development of evidence based and innovative strategies that will ensure the achievement of planned outcomes.
- Lead the creation of system conditions, mechanisms and processes to ensure a strong and effective voice for residents and service users in the shaping and improvement of services and strategies.
- Ensure that all systems and processes are designed for residents and service users, have clear purpose and are designed as effective as possible thereby minimising the cost of wasted effort.
- Contribute to the leadership of the organisation, ensuring a high calibre, motivated and effective workforce. Ensure the embedding of a digitally focussed, agile way of working with staff embodying the Camden Way.

- Ensure that the work of services is high quality and achieves its objectives, by effective performance and risk management. Including strong financial management both operational and strategic.
- Represent the Council by promoting its image and reputation on a national and London wide stage, helping to influence national and regional policies and strategies in the post-holders area of focus.
- Lead by example in championing and furthering equality and diversity within the workplace and in the delivery of our services.

#### **Tier 2: how does this role differ from a tier 1 or tier 3 role**

- Significant input to the strategic direction and business plans for the Directorate.
- Co-ordination and integration of a number of sub-functions. Planning over 1 to 2 years.
- Only broad objectives available as guidance.
- Need to establish the plan, priorities and processes needed to resolve the problem.
- Direct impact on a very large area of the Council's operations or an indirect impact over a major part of the Council.