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Contact Florence Kroll

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Children's Services
The Woolwich Centre
35 Wellington Street
Woolwich
London SE18 6HQ

6th February 2019

Main number 0208 854 8888

Dear Applicant,

I am delighted that you are considering applying for the Head of Service, Permanence for Looked After Children post. The successful applicant will be a key leader in realising our ambition to achieve transformational change in our children's social care services.

We have shown that we can achieve transformational change for children in our schools; we are determined to improve the quality and effectiveness of our children's social care services. Social work has the capacity to transform children's lives. Our role as leaders is to release that capacity. Transformational leadership will make this happen. It is the communicating of principles, ambitions and expectations that motivates and challenges people to do things differently and better until we get the right outcomes for children.

This is a fantastic time to join us. We are making progress and there is an energy and determination to build on the progress we have made, but there is more to do. We are a borough that invests in the future, that has relatively affordable housing, high achieving schools and good quality of life. Transport links have significantly improved with the DLR and Cross Rail is on the way. This is a great place to live, work and visit. The Olympics provided us with an opportunity to show case our iconic world heritage sites and the world class O2 venue.

Key requirements are that you:

- Are a registered social worker with the HCPC
- Have successfully led and managed children's social care services
- Understand how improve the quality and effectiveness of children's services
- Are able provide leadership that ensures organisations work effectively together, overcoming barriers at strategic and operational levels

- Understanding of the legal, regulatory and inspection framework for children's social care services

The recruitment pack contains information about:

- Our Children and Young People's Plan
- Our organisational structure for children's social care services
- Our thematic improvement plan priorities in relation to services for looked after children and care leavers.

I look forward to receiving your application and meeting you.

Yours sincerely,

Florence Kroll,
Director of Children's Services

Advert

£80,660 - £90,220

Head of Service - Permanence for looked after children

Are you a skilled leader who can motivate and energise people to find creative solutions? Can you promote the engagement of children and young people in shaping and improving our services? Do you model a leadership style that empowers others? Can you deliver positive change for children?

We are looking for leaders who demonstrate transformational leadership and who have the energy, drive and ability to develop and improve our children's social care services.

We are committed to excellent services for children, young people and their families.

We know our strengths and the areas we still need to improve. This is a fantastic time to join us. We have motivated permanent staff and leaders. There is strong commitment across our council and with partners to make a difference for our looked after children and care leavers. We are ambitious for children and young people who have shown they can thrive if given the opportunities.

Please view the attached Job Description for the key requirements for this role and address these when completing your supporting statement.

This role requires an Enhanced DBS

The Royal Borough of Greenwich values the diversity of its community and aims to have a workforce that reflects this. We therefore encourage applications from all sections of the community. The Royal Borough of Greenwich is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Due to the safeguarding nature of this role, references will be taken up prior to interview.

Please contact Henrietta.Quartano@royalgreenwich.gov.uk if you wish to discuss this role.

Closing Date: 3rd March 2019

Assessment centre and interviews to be held: 11th March and 15th March 2019

Click here to view our [Children and Young People Plan](#) 2017 to 2020

ROYAL BOROUGH OF GREENWICH

JOB DESCRIPTION

DEPARTMENT

POSTHOLDER

SECTION

GRADE CHIEF OFFICER D

POST DESIGNATION (TITLE) HEAD OF SERVICE – PERMANENCE FOR LOOKED
AFTER CHILDREN

Purpose of Job:

- i) To lead and continuously improve the Permanence for Looked After Children service, securing the delivery of high quality and effective services for looked after children and care leavers.
- ii) To act as a key player in the strategic leadership of children's services, contribute to the effective commissioning and development of services which improve outcomes for looked after children and care leavers.
- iii) In carrying out these roles place children at the heart of what you do, and promote the effective engagement of children and young people in all aspects of planning, delivering and improving services.

Main Duties:

- 1) Lead and motivate your leadership team, staff and those you work with to perform effectively and contribute to delivering highly effective services for looked after children and care leavers.
- 2) Be accountable for the quality of practice and effectiveness of direct and contracted services for looked after children and care leavers.
- 3) Create and maintain opportunities to assure the quality and effectiveness of services provided through meeting or communications with staff, managers, service users and other stakeholders.
- 4) Promote a child centred outcomes focus to commissioned and directly provided services through challenging professional and managerial practice constructively and effectively.
- 5) Maximise the use of information systems, analysis and reporting processes to assure the quality and effectiveness of the service.

- 6) Problem solve creatively and effectively, using expert knowledge and skills.
- 7) Contribute strategically and managerially to the development and implementation of the strategies and improvement plans of the department, Council and strategic partnerships.
- 8) Be responsible under delegated authority for the financial and support systems in the service promoting budgetary discipline, effective management of people, performance management and improvement.
- 9) Chair meetings and make key decisions in relation to the service and individuals using the service, operating within a framework of delegation, organisational priorities and finite resources.
- 10) Ensure that there are effective contract management arrangements in place for services commissioned by the service to meet the needs of children in need and their families.
- 11) Provide expert advice and regular briefings and reports to the Senior Assistant Director, Director, Chief Executive, strategic partners and Elected Members.
- 12) Lead on the development of strategies, improvement plans and implementation of new statutory legislation or guidance.
- 13) Ensure adherence to formal inspection and auditing systems for direct and commissioned services, and support the effective inspection of services by regulatory bodies and external inspectors.
- 14) Supervise staff to ensure quality of work and high performance, and address their performance improvement and continuing professional development needs.
- 15) Ensure effective arrangements are in place for regularly reviewing divisional policies, procedures and practice guidance, and monitoring their use as a tool supporting effective social work practice.
- 16) Deputise for the Senior Assistant Director as required, including at local and regional network meetings.
- 17) Produce and present reports to the Management Team, Children's Service Strategic Partnership, Children's Trust Board, other strategic partnerships and to the Cabinet Member, Cabinet and Scrutiny Committees.
- 18) To undertake any other work appropriate to the level and general nature of the post's duties.
- 19) To undertake all duties with due regard to the provisions of health and safety regulations and legislation, the Council's Equal Opportunities and Customer Care policies, and the New Technology agreement.

Designation of the Post to which the Post-Holder normally reports to: **Senior Assistant Director, Children's Services.**

PERSON SPECIFICATION

JOB TITLE	HEAD OF SERVICE – PERMANENCE FOR LOOKED AFTER CHILDREN
GRADE	CHIEF OFFICER D
SERVICE/SECTION	
DIRECTORATE	CHILDREN'S SERVICES

Experience, education and professional registration

- Registered as a Social Worker with the HCPC
- Significant experience of leading and managing children's social care services.
- Successful experience in delivering improvement in the quality and effectiveness of children's social care services
- Successful experience in using resources available to secure efficiencies and take action to reduce costs through improving service processes and staff performance.

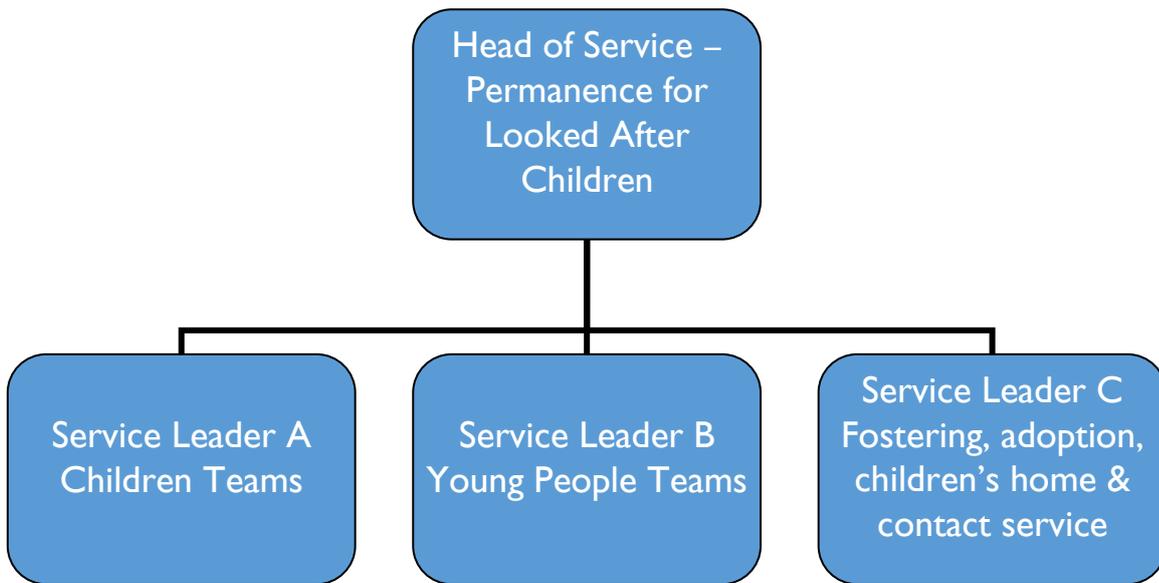
Knowledge

- An understanding of the key challenges in improving the quality and effectiveness of children's social care services.
- Clear understanding of what a child centred outcomes focused service looks like, and the ability to communicate this to others to ensure their understanding.
- Working knowledge of best practice in enabling children, young people and their families to participate in the delivery of services that affect their lives.
- Vision for how children, young people and their families can provide feedback to inform quality improvement activity and shape the development of services.
- An understanding of relevant leadership and management strategies, and how to use these to overcome any potential barriers effective joint working at a strategic or operational level.
- A clear understanding of the legal, regulatory and inspection framework for looked after children and leaving care services.

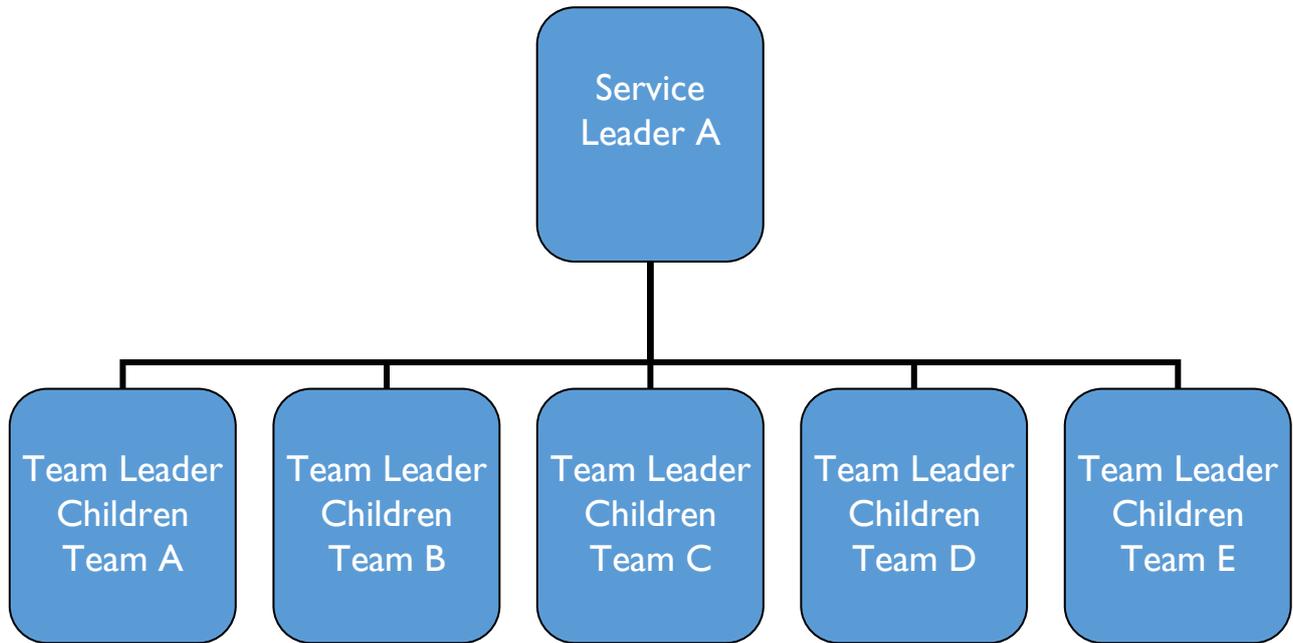
Capabilities

- Able to influence at a strategic level across professional and organisational boundaries.
- Excellent face-to-face and written communication skills in – can communicate effectively with a range of audiences by tailoring communications to the audience.
- Able to motivate and engage others in their roles to improve the quality and effectiveness of services.
- Able to use quantitative and qualitative information as a basis for analysing problems, agreeing actions and securing improvements in services.
- Able to project manage and implement change within deadlines and budget.
- Able to use and develop systems for quality assuring and improving the service.
- Able to design service specifications and use these to ensure the effective procurement of services, and monitor the quality and effectiveness of contracted services.

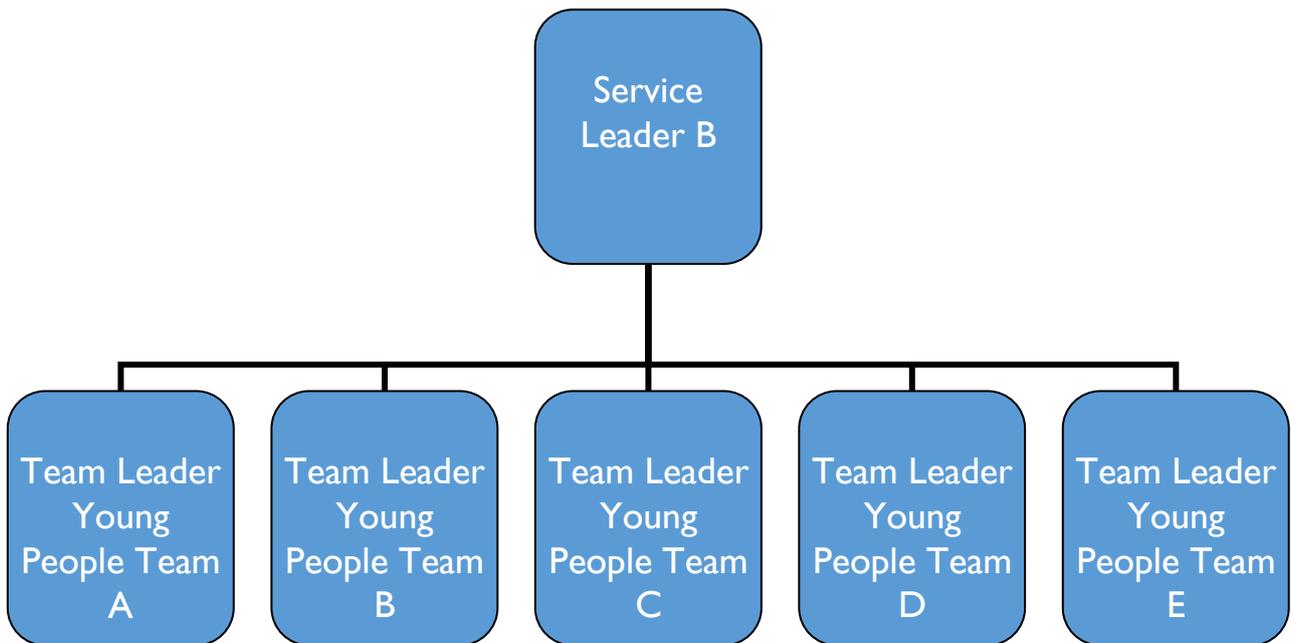
Permanence for Looked After Children



Looked After Children Group A



Looked After Children Group B



Looked After Children Group C

