



Cumberland Council

Post Specification

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| Date | July 2023 |
| Post Group Number | 7938 |
| Post Title | Senior Manager – Support and Protect |
| Job Family | People Care & Development |
| Job Family Role Profile | PCD 19 |
| Final Grade | 19 |

To be read in conjunction with the job family role profile

Service Area description

To work within the Children and Family Wellbeing service as a Senior Manager with responsibility for the provision of safeguarding services to children and families, including those subject to Child in Need, Child Protection plans and within the Public Law Outline.

Purpose of this post

To be responsible for the effective delivery of specialist children and young people's services in relation to Child in Need or help and protection and those subject to the Public Law Outline and Court proceedings.

Key job specific accountabilities

1. To ensure that Cumberland Council meets its statutory obligations to safeguard and promote the welfare of children, complying with legislation, statutory guidance, policy and procedures and within relevant frameworks.
2. To provide effective strategic leadership and management ensuring a consistently high standard of service delivery for children and their families, which includes timely and effective early permanence planning.
3. Management oversight of complex and high risk work with children.
4. To be responsible for the delegated budget for the area; both in terms of staffing and children, ensuring value for money.
5. To demonstrate visible leadership across the service which contributes to a culture of positivity, support and practice improvement.
6. To develop and maintain positive working relationships with partners, both internally and externally, to promote a whole system approach to meeting the needs of children and young people. This includes, but is not limited to, CAF/CASS and the judiciary, Cumbria Police, colleagues in Health and those working in teams such as SEND, Education and Inclusion
7. To lead strategic responsibilities on behalf of the directorate across Children and Family Wellbeing ensuring a consistent strategic approach to service delivery with clear objectives, plans and initiatives.
8. Actively learn from best practice and research to improve practice across the service.
9. Embrace learning opportunities by representing the service at local and regional events.
10. Effectively manage own workload through efficient time management and prioritisation of tasks.
11. To provide regular, high quality and reflective supervision to Service Managers.

12. To utilise performance data, audits, best practice, research and child safeguarding reviews to disseminate learning and to develop and embed improved practice across the service.
13. To deputise for the Assistant Director and provide cover for other Senior Managers as and when required.
14. To participate in providing cover for the Out of Hours service on a rota basis.

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post

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| Budget Responsibilities | <ul style="list-style-type: none"> • Staffing budget and budget related to children |
| Staff Management Responsibilities | <ul style="list-style-type: none"> • To be responsible for all staff in this area |
| Other | <ul style="list-style-type: none"> • To work closely with colleagues and partners leading the whole system |

Essential Criteria - Qualifications, knowledge, experience and expertise

- Social work qualification at Honours Degree level or equivalent.
- Extensive experience of working in services for children in need of help and protection.
- Extensive experience of managing teams and budgets.
- Extensive experience of working with and influencing partners.

Disclosure and Barring Service – DBS Checks

- This post requires a DBS check.
- The level of check required is:
 - DBS Enhanced - Children & Adults

Job working circumstances

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| Emotional Demands | Ability to work in a stressful environment subject to extensive regulatory and departmental scrutiny. |
| Physical Demands | Normal |
| Working Conditions | Ability and willingness to travel within and out of the county. Willingness to work flexibly, including being on call for emergency decisions for children. |

Other Factors

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