

## **Job Profile**

**Job Title: Head of Service for Corporate Parenting**

**Job Grade: Level 6, zone 2**

**Salary Range: £70,281 - £85,902**

### **About Camden**

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

This post is part of the senior management team of the Children's Safeguarding and Social Work service and holds responsibility to lead, monitor, develop and be responsible for all Corporate Parenting services, including looked after children social workers, care leavers service, fostering and permanency services, resources service and commissioned supported housing services for looked after young people in Camden. This service will work closely with a variety of partners to provide a wide range of targeted support services and response flexibly and creatively to local need.

### **About the role**

Fundamental to fulfilling the responsibilities of this post is the ability to respond flexibly, positively, and effectively to the ever-changing pressures which Local Authorities face. The postholder will be required to support the Director of Children's Safeguarding and Social Work (Supporting People) by ensuring that the Corporate Parenting services meets objectives as determined by Cabinet, Directors, and Senior Management.

The Head of Service for Corporate Parenting has overall responsibility for the provision and commissioning of all services that falls within the remit of the postholder and will provide effective and purposeful leadership. They will be responsible for continuous development and improvement of the Corporate Parenting services, in line with Government guidance, legislative, regulatory requirements and based on local need, and will contribute to initiatives designed to meet the corporate objectives of the London Borough of Camden. They will be committed to equality and diversity and lead services to be the best local corporate parent possible.

The Head of Service for Corporate Parenting will represent and deputise for the Divisional Director as required and will manage budgets effectively. They will be responsible for the development of good liaison and co-operation with officers across the council and with partner agencies, the local community, the police, health, education and non-statutory organisations. They will prepare and write reports and briefing notes on policy and operational issues and will report on key trends and issues to the DCS, Cabinet Member for children and young people, Corporate Parenting Board and Camden Local Safeguarding Board.

The Head of Service for Corporate Parenting will ensure that statistics/performance indicators are monitored in terms of safeguarding, health, and educational needs of looked after children and care leavers and placement performance and will use this to inform activity and effectiveness of work

within teams. They will ensure that foster carers and schools are supporting children to meet their academic potential and that all looked after children have access to appropriate primary health care services, including CAMHs, through close liaison with other parts of the service. They will be responsible for ensuring that carers and residential providers offer looked after children with a high standard of care, appropriate placement choice and quality assurance, and the possibility of achieving permanency where appropriate and in line with legislative and good practice requirements.

They will lead on developing services with key stakeholders in the transitional safeguarding space for our care experiences young adults. The postholder will ensure close liaison with the Children in Need service to ensure a smooth transition where children become looked after. The voice of looked after children and care leavers will be at the heart of this postholder's work.

### **About you**

You will have:

1. Significant strategic and operational experience within a social care service setting at a service manager level.
2. Substantial experience of working and managing within a changing environment including evidence of successfully managing change in large organisations at a senior management level.
3. Evidence of success in promoting and implementing equal opportunity policies and practices in respect of employment and service delivery including in the recruitment of social workers, managers, adopters, and foster carers.
4. Substantial experience of supervising social workers and their managers and / or direct experience of managing and monitoring Fostering and Permanency services.
5. Experience of leading a key service in a large complex organisation and significant experience in the effective management of people resources and assets to deliver service outcomes against agreed targets and timescales.
6. The ability to communicate and effectively influence others at all levels and across a variety of professional groups and organisations.
7. The ability to evaluate and analyse information and make decisions in circumstances where issues are not clear-cut.
8. Leadership skills with ability to meet operational objectives through setting priorities, innovation, delegation, problem solving, and execution of planning monitoring and performance management processes.
9. Thorough understanding of the legislative framework that directly affects the strategic development and provision of service to looked after children and young people and care leavers with a detailed knowledge of the regulations and guidance applicable to adoption and fostering.
10. A detailed understanding of the principles of cost centre management and budgetary planning and control.
11. An understanding of the needs of children who are looked after, care leavers, who are otherwise living away from home and those who have disabilities.
12. The ability to work collaboratively with key stakeholders across the council to innovate, develop and deliver high quality services – partners will include the Virtual School, Integrated CAMHS, Looked After Children's Health, Housing, leisure services and Adult Social Care.
13. Evidence of a deep commitment to ensuring the voice of looked after children and care leavers is heard and acted upon.

### **Work Environment:**

Office based in The Crowndale office and 5 Pancras Square in Camden, with the opportunity to work flexibly.

**People Management Responsibilities:**

Team Managers, Senior Social Work Practitioners, Social Workers, Placements Officers and any other social care professionals based in the Corporate Parenting services. Partners include health, Virtual School, CAMHS, police, SEND.

**Relationships:**

Directly managing Service Manager for Fostering and Permanency, Service Manager for Care Leavers, Service Manager for Looked After Children.

**Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

**Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

**Diversity & Inclusion**

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and other ethnic groups, those who identify as LGBT+, neurodiverse and disabled people. Click [Diversity and Inclusion](#) for more information on our commitment.

**Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships; we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

**Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG,