

Job specification

Job title: Strategic Fostering Lead – Greater Manchester

Service: Children and Families

Grade: Scp 64

Reporting to: Practice Manager

Your job

It's an exciting time for fostering in Greater Manchester (GM). Devolution is creating new opportunities to work differently, and the 10 Directors of Children's services are looking for a creative, innovative, strategic fostering leader to make a radical difference to how fostering is delivered in Greater Manchester.

With almost 4,000 of our children living with foster carers or connected carers, this is an opportunity to make a real difference in the lives of many. Greater Manchester authorities are committed to increasing the quality and capacity of their fostering services. The number of fostering households available to care for our children is a key measure of success in the Greater Manchester Children's Plan.

Working with considerable autonomy this is a high-profile role which asks you to be ambitious and creative in developing and leading implementation of a programme of reform and development to deliver a step change in the number and the skills of our foster carers. You will be a key figure in helping Greater Manchester fostering services to be the 'best in class'.

You will be an experienced and skilled manager and leader with a detailed understanding of fostering, and experience of delivering service reform in either the local authority or independent sector. You will be passionate about the value of fostering and foster carers.

While the role has clearly identified strategic and operational objective there is considerable scope, and an expectation, that you will develop the vision for fostering in the region. You will identify and describe best practice in partnership with the 10 fostering services and ensure its learning is applied across Greater Manchester. In reviewing and supporting the development of effective business plans and processes you will be tasked with identifying, developing and delivering evidence-based opportunities for authorities to work differently across organisational boundaries, in clusters, and in GM.

You will lead a review and analysis of the options for an ambitious Greater Manchester standard for the support for foster carers and a Centre of Excellence for training and development. You will work to identify the best of the many innovative models of delivery in the 10 GM LAs and identify those which should be adopted across GM.

We are committed to complying with the European General Data Protection Regulations (GDPR) and meeting the requirements of the Information Commissioner's Officer (regulating data protection compliance in the UK). It is your responsibility to ensure to ensure that the work you undertake is compliant with the General Data Protection Regulations.

In this job you will

- ◆ Lead, develop and implement service reform in partnership with the 10 Greater Manchester fostering services
- ◆ Work with fostering managers across GM to implement effective service planning in each of the 10 local authorities' fostering services
- ◆ Review, describe and implement best practice for recruitment and assessment pipelines in partnership with the 10 fostering services
- ◆ Identify where collaboration across organisational boundaries is the most effective methodology of service delivery and lead in developing and then implementing business cases and service design
- ◆ Lead a detailed review into the support offer to foster carers across GM and establish and implement an ambitious Greater Manchester standard of support
- ◆ Review and reimagine how Connected Carer assessment and support could operate across Greater Manchester, identifying and developing best practice models and working to implement across GM
- ◆ Review and establish costed options for a Greater Manchester standard of financial support for foster carers
- ◆ Implement and facilitate Communities of Practice for foster care professionals in cluster models
- ◆ Lead a review into the specialist services currently operating in Greater Manchester and identify those models which should be scaled and spread
- ◆ Horizon scan and act as an advocate for innovation in fostering in GM. Leading funding bids where appropriate
- ◆ Support the transformation of resources to support the change in children's statutory services across GM and have the skills to drive innovation in practice
- ◆ Support and embed the monitoring and review of operational delivery of fostering services in GM in line with the strategy in constructive partnership with other agencies and key stakeholders
- ◆ Provide strategic leadership to implement the delivery of public Service Reform with children's social care and the Deal Principal in daily practice with children, young people and families
- ◆ Supported the Greater Manchester fostering services in the delivery of significant savings and demand reduction plans, whilst not compromising on quality and safety of services
- ◆ Initiate partnership working with other stakeholders to deliver strategic objectives
- ◆ Implement effective data management systems to successfully measure and evaluate the services provided across fostering services in Greater Manchester
- ◆ Contribute to the wider management of Children and Families, through a focus on excellent practice and outcomes and robust financial management, ensuring realisation of efficiency targets whilst maximising delivery outcomes
- ◆ Provide, guidance to fostering services across Greater Manchester
- ◆ Lead on the writing and the implementation of Strategic plans and make sure they are reflected in operational practice
- ◆ Develop and implement the service's business plan in line with key performance objectives, priorities and quality assurance principles
- ◆ To be accountable for the performance and the raising of standards of practice across Greater Manchester
- ◆ Ensure stakeholders and providers are consulted on strategic priorities and mutual benefits are recognised and where relevant, realised
- ◆ Provide strong leadership to support and challenge the effective commissioning of placements and services to meet the needs of children and young people in need of help, protection and of being looked after
- ◆ Effectively work towards 'Good' standards and beyond, ensuring evidence-based practice is embedded

In this job you will need

You must be able to demonstrate the following essential requirements:

- ◆ Be fully qualified, have accredited social work professional status (CQSW, DipSW, CSS, PQCCA), current registration with HCPC,
- ◆ Evidence of significant post qualifying experience within a relevant professional field
- ◆ Relevant Management qualification and or considerable management experience of statutory specialist services
- ◆ Significant knowledge and fundamental understanding of current research, innovation and good practice standards in relation to children & families, Cared for children, care leavers and fostering at a local and national level
- ◆ In depth knowledge of statutory and legislative frameworks which underpin care planning, placements, and fostering
- ◆ Proven, effective experience of implementation of strategic plans, and leadership of achieving KPIs
- ◆ Experience of leading services during periods of change and development, minimising the impact on staff morale and maximising the positive outcome
- ◆ Experience of leading service redesign, and review in the public sector or in Independent Fostering Agencies
- ◆ Leadership skills and the ability to promote and gain commitment to the organisation's policy and objectives
- ◆ Excellent negotiation and influencing skills, with internal and external stakeholders
- ◆ The ability to manage a heavy workload under pressure and meet competing deadlines
- ◆ A good decision maker who can make critical decisions using your own initiative
- ◆ A political awareness and experience of working with key stakeholders to ensure collaboration and partnerships
- ◆ The ability to work as part of a team and as an individual, with an innovative approach to recognising problems and providing solutions.

Our culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **Be Wigan** behaviours.

Be Positive... take pride in all that you do

Be Accountable... be responsible for making things better

Be Courageous... be open to doing things differently

Individuals with line management responsibilities are also expected to ...

Inspire... lead by example and help others to see the big picture

Care... show genuine concern for people as individuals and value their contributions

Engage... I connect with others both within and beyond the organisation

Staff Deal

Our Staff Deal is an informal agreement with all staff. It outlines what you can expect from us, and in return what we expect from you

Our part

- Provide strong, honest and visible leadership
- Reward your commitment and hard work
- Care for your health and well being
- Listen to you and put your ideas into action
- Support you to give something back
- Offer opportunities to learn and grow
- Be one team, one council
- Believe in you

Your part

- Listen, be open, honest and friendly
- Be efficient, flexible and professional
- Care for your health and stay active
- Tell us how we can improve
- Give something back whenever you can
- Take opportunities to learn and grow
- Be one team, one council
- Believe in yourself and our borough