**Role Addendum**

|  |
| --- |
| **CYP - Assistant Director for Quality Assurance, Performance and Commissiong**  |

This addendum complements the Generic Role Profile for Assistant Director – Children and Young People’s Services. It outlines the specific responsibilities and expectations for the Quality Assurance, Performance and Commissioning portfolio.

|  |
| --- |
| **Required Qualification;** |

* Degree or equivalent
* Professional qualifications/registration as appropriate to the role
* Evidence of further, relevant professional development relevant to the role

|  |
| --- |
| **Role Overview;** |

To provide strategic oversight of our Family Help, Multi-Agency Safeguarding Hub and Disabled Children and Young People services, ensuring consistency of high quality, partnership-based decision making. To be the strategic leader and champion for children and young people and families accessing these services, and to maintain and further develop the checks and balances that support consistently excellent practice across the portfolio.

Working closely with the Service Director and the Executive Leadership Team, this role will have leadership responsibility for Safeguarding (including a key role with the Suffolk Safeguarding Partnership), Strategic Commissioning, directorate wide Audit and QA, Engagement, Performance, Workforce Development and SENDIASS.

|  |
| --- |
| **Accountabilities & Responsibilities;** |

**Safeguarding and the Suffolk Safeguarding Partnership**. Accountability for protecting the safety, independence and wellbeing of children through leading our system approach for safeguarding people with care and support needs and act to minimise risk of harm, abuse and neglect. The role will provide strategic oversight of safeguarding arrangements and lead the council’s contribution to the multi-agency safeguarding partnership.

**Strategic Commissioning.**   Driving best use of our resources and value for money through effective strategic commissioning, sufficiency planning and strong contract management principles, you will ensure that engagement of children and young people and co-production with our key partners are always in mind throughout the commissioning process. You will lead the ongoing development of the CYP Sufficiency Strategy for Children in Care and Care Leavers to set out how we will meet sufficiency of placements for children in care, developing services to support them, and prevent them coming into care. When children do come into our care, this role will be responsible for those placements being the best, high quality and most cost effective possible.

**Audit and Quality Assurance.** The role will oversee the design and implementation of a robust QA framework, including thematic audits, inspection readiness, and continuous improvement planning.  You will lead a programme of change to align all QA and Audit capacity in CYP into a central service, driving consistency of practice standards and a culture of shared learning. Working seamlessly with your Assistant Director colleagues, you will ensure ongoing quality assurance systems and management information are reviewed to ensure that managers have the tools they need to report on current performance, evaluate the impact of their services and identify plans for improvement

**Engagement and Professional Development.** You will lead the development of evidence-informed policy and practice standards across CYP, ensuring performance data is used to drive service improvement and strategic decision-making.  You will shape and deliver the children’s workforce strategy, including training, recruitment, and professional development. Provide leadership to Principal Social Workers and practice educators. Championing Signs of Safety and other relevant practice models (i.e. Restorative Practice, Trauma informed practice, and THRIVE) to ensure practice standards remain strong across all services, through effective challenge and support to team leaders and promoting evidenced based best practice. You will champion the voice of children, young people, and families in service design and delivery and embed co-production principles across all CYP services.

**SENDIASS**. You will ensure the delivery of impartial, high-quality information, advice and support to children and young people with SEND and their families.

|  |
| --- |
| **Immediate role responsibilities;** |

Leading on the development of a joint commissioning strategy and associated governance to bring integrated commissioning across Social Care, Corporate Parenting, SEND, ASC and the ICB, with the aim of delivering better, more joined-up, cost-effective solutions for children.

Developing our in-house residential estate, as well as developing our Staying Close Service that provides an offer for young people moving on from residential homes to semi-independent accommodation to best support transition into adulthood.

Creating an integrated, centralised QA service to drive consistent performance data led approaches to practice development across the Directorate.

|  |
| --- |
| **You will deliver within the role through your;** |

* Ability to lead the development and delivery of complex multiagency transformation programmes that demonstrate impact
* Ability to be creative and strategic in your approach, while balancing this with strong evidenced based decision making
* Confidence in understanding complex datasets and using data analysis to drive quality and service improvement
* Sound understanding of Social Care practice, credibility with sector leaders, understanding of Ofsted inspection frameworks
* Demonstration of strong values and advocacy for children and young people in Suffolk
* Strong commitment to high quality and performance and the knowledge and skills to lead effective quality improvement across a large and multi-disciplinary offer
* Highly developed skills as a manager and leader with diverse experience of managing large teams and complex budgets, and successful leadership of change
* Commercial understanding and business acumen
* Ability to build and lead complex and diverse partnerships to deliver improved outcomes
* Strong Communication and negotiation skills to overcome real and perceived barriers to change and provide confidence when leading people through change

Cont.

CYP Leadership Team

TBC

In post / appointed