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| **Principal manager**  **SALARY GRADE: HBC11** | Halton Borough Council  resourcing@halton.gov.uk |
| Working at Halton | |
| All our colleagues at Halton have made a positive commitment to delivering great outcomes for our communities. Whoever joins us will share that passion for outstanding service, and strongly align with the values which define our workplace culture:   * Working Together – building fantastic relationships with colleagues and customers * Continuous Improvement – Keeping great service delivery at the heart of everything we do * Personal Growth – Learning, growing and developing ourselves * Accountability – doing what we say we are going to do * Inspiring Leadership – positive roles models and leading by example   *To read more about our values, click* [*HERE*](https://haltoncouncilcareers.co.uk/values/)  **We are immensely proud that when asked what’s great about working for Halton, the most popular response from our workforce has been ‘*our colleagues’*.**  Aside from working with a great team, our employees have access to a fantastic range of benefits, including:   * A generous annual holiday allowance starting at 34 days per year (including bank holidays), increasing with long service * Membership of our defined benefit, salary-linked pension scheme with generous Employer Contributions * 3 x Salary Life Cover via Local Government Pension Scheme * Investment in your personal development * Free Car Parking at HBC sites * Flexible / hybrid working arrangements available * Car leasing schemes * Essential Monthly Car User Allowance\*   *For further information about all the benefits we offer, please click* [*HERE*](https://haltoncouncilcareers.co.uk/benefits/)*.* | |
| About the Job | |
| As a Principal Manager, you will be responsible for managing and developing the delivery of Children’s Social Care services to a defined area of service by organising, leading, motivating and ensuring the supervision of the team and evidencing improved outcomes. You will ensure the delivery and operation of a range of high quality, cost effective services to meet individual need, using the performance management systems within the team and ensure the achievement of performance targets. Your contribution to the Directorate and corporate development agenda will be integral.  More specific responsibilities include:   * Supervising and managing staff and resources to ensure the delivery of a high quality service, according to the philosophy, targets and objectives for the service * Ensuring Team Managers prioritise and allocate workload amongst the team, to meet rising demands * Leading, directing, and motivating the team by providing consistent support and supervision in accordance with the supervision policy * Ensuring that services are targeted, developed and delivered within policy and legal obligations * Serving as the manager for authorising casework decisions, such as approving court applications, statements, care plans, and plans for returning children home * Remaining accountable to the DM for all aspects of individual cases within the team's workload, ensuring adherence to policies and procedures * Being accountable to the DM for staff well-being and development in line with HR policies and procedure, as well as the development and delivery of effective communication within the service area, the identification of resource shortages and contribute to the strategic planning and development of services * Ensuring the health and safety of staff, individuals, equipment and operations in line with the Health and Safety at Work Act * Planning, monitoring and reviewing expenditure and financial commitment against the budget to ensure services are provided within cost limits * Developing and maintaining effective partnership working across the statutory, voluntary and independent sectors so that appropriate resources may be identified and mobilised for the benefit of individuals * Ensuring regular analysis, monitoring, and measurement of team performance against targets and indicators through case audits, supervision reviews, practice observation, complaint reviews, and service user feedback, supporting and evaluate each team member's contributions within the quality performance framework * Supporting with recruitment, induction and training of staff within Directorate policies and assessing relevant staff in relation to appropriate qualifying and post qualifying awards * Representing the directorate in local and regional development initiatives and use quality assurance processes in the scrutiny of front line practice * Producing and implementing a Team Business Plan as required and in accordance with directorate and corporate policy * Undertaking any other duties and responsibilities as may be assigned from time to time, which are commensurate with the grade of the job | |
| About You | |
| For this role, it is essential that you have a DipSW/CQSW or equivalent and a current registration with Social Work England.  In addition you will have:   * Significant post-qualification practice experience within an area of child & family statutory service * Experienced in leading teams, managing staff and resources, and delivering quality services to children and families in a setting with competing priorities and limited resources * Proficient in performance monitoring and management, with skills in motivating, leading, influencing, and using performance measurement tools as well as knowledge of supervisory process and staff appraisal * The ability to identify and address poor performance, development and training needs of staff * Knowledge & skills in the development and use of quality assurance processes, effective budgetary management, effective multi-agency working and chairing effective meetings. * Knowledge of child development and child protection, outcomes for children and young people looked after and all other relevant legislation, policies and guidance * The ability to represent the service in a range of interagency settings and complete court work * Innovative approaches to service delivery, effective communication as well as prioritisation and IT skills * Problem solving skills and the ability to analyse information and make judgements under pressure as well as effectively handling complaints   As this role involves regular travel across the borough and sometimes further afield, a driving license and access to a vehicle are essential requirements. Where appropriate, reasonable adjustments will be made in accordance with the provisions of the Equality Act.  The Council and its schools are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff, workers and volunteers to share its commitment. | |
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