



**City of
Doncaster
Council**



One
Adoption
Agency
SOUTH YORKSHIRE

Job Role Summary

Role Title: Head of Service South Yorkshire RAA

Directorate: Children Young People and Families

General Role Description

Lead the South Yorkshire One Adoption Agency (SYRAA) and be responsible for the specified adoption services delivered by the agency on behalf of the local authority areas of Barnsley Metropolitan Council, City of Doncaster Council, Rotherham Metropolitan Borough Council and Sheffield City Council, under the direction of the Governing Management Board. Ensure the agency delivers high quality services that are child focused, responsive and flexible which meet and exceed statutory and regulated standards.

Duties and Responsibilities

Core responsibilities and duties will include:

1. Provide clear and visible leadership for the agency in the delivery of excellent regional adoption and permanence services. Ensuring that the corporate and strategic objectives of all partners are embedded in service design and delivery.
2. Lead the strategic development and delivery in the adoption services within SYRAA to ensure they each fulfil their statutory, regulatory and national standards requirements in relation to Adoption.
3. Work in partnership with the other organisations to develop, implement and monitor the performance and quality standard for SYRAA to build an effective and efficient adoption service.
4. Work positively with partners to promote a whole system approach to meeting the needs of the children, young people and adopter families.
5. Matrix manage the performance of the leadership team within the SYRAA to ensure that all teams deliver consistent, high quality services for children.
6. To identify and implement clear objectives for service delivery, including management or risk, ensuring the voice of the child is heard and listened to.
7. Ensure resource is deployed appropriately to maintain delivery of high-quality services. This may include negotiating temporary movement of work or staff within the One Adoption Agency.
8. Identify improvement needs and lead transformation programmes to secure high quality services that are robust and effectively and efficiently delivered.
9. Act as the principal advisor to the Management Board of SYRAA and elected members in the authority on all key issues relating to the RAA so that the agency can be flexible to local, regional and national trends, priorities, regulations and legislation.
10. Represent the SYRAA in the governance of the Yorkshire and Humber adoption hub, ensuring that the hub and regional agencies meet the needs of all people in the region.
11. Take a lead role in the development of regional and national approaches to the delivery of adoption and permanence services.



Person Specification

Skills, knowledge, experience, and training required to fulfil role include but are not limited to:

	Essential	Desirable
Education/Training <ul style="list-style-type: none"> Degree or equivalent in a relevant field Registered Social Worker Management qualification 	X X	X
Experience <ul style="list-style-type: none"> Experience of successful adoption services management in a large agency or organisation Experience of engaging young people and stakeholders in planning and development of services Evidence of strategy, policy or operational service development, implementation and successful evaluation through the use of performance monitoring systems Experience of complex budget management A demonstrable track record of leading, motivating and managing teams and/or programmes to achieve significant, sustainable service improvements and outstanding results Sound experience of developing successful partnerships with a range of stakeholders, including children and their carers in order to plan and deliver integrated services 	X X X X X X	
Specialist Knowledge <ul style="list-style-type: none"> Sound understanding of the legislative and policy framework around services for children, young people and families as well as extensive professional knowledge of social work processes and interventions. Knowledge and experience of inspection regimes and processes Knowledge of relevant national occupational standards, statutory frameworks, good practice and government policy initiatives Extensive knowledge and understanding of the political and social context in which Children's Services are delivered. Highly developed knowledge of and ability to provide effective professional supervision and guidance and ensure the clinical supervision of health professionals within relevant key skills frameworks. Knowledge of the commissioning and contract development process within a relevant service and the performance framework underpinning this. 	X X X X X X	



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Additional Requirements	X	X	X
<ul style="list-style-type: none">• Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the SYRAA.	X	X	X
<ul style="list-style-type: none">• Willing to undertake training and continuous professional development in connection with the post.	X	X	
<ul style="list-style-type: none">• Able to undertake any travel in connection with the post	X		