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Are you ready to improve the lives and prospects of everyone in South Lanarkshire?

Head of Children and Justice Services
(including Chief Social Work Officer)

Job ref: FCR 2159

£122,907 – £127,524

Recruitment pack



About us

South Lanarkshire is the fifth largest council in Scotland, as well as being one of its most diverse. Home to a population of around 334,030 and covering 180,000 hectares stretching from Glasgow to the Borders, South Lanarkshire thrives upon a mix of urban and rural communities.

Our Council Plan, Connect seeks to support all who live and work here – from the youngest to the oldest – through 6 key outcomes. It also outlines our vision and priorities to improve, sustain and enhance what matters most to them. Education, housing, sustainability, economic development, tackling deprivation and poverty, and looking after our most vulnerable, are top of the list.

This vision also strives to make South Lanarkshire one of the strongest and most dynamic economies in Scotland, where businesses, communities and residents can prosper and achieve their full potential.

Despite the pressures facing local government today, we continue to commit to significant capital investment in our school estate, social housing, roads and care for the elderly.

As a key partner in the Glasgow City Region City Deal, a £1.13 billion initiative focused on investing in infrastructure and economic development assets, we are committed to supporting and developing our business base and key sectors.

Working through the South Lanarkshire University Health and Social Care Partnership, the council has taken the opportunity to develop new strategic approaches to our care for the elderly, working with our NHS partners to provide the support this and future generations will need.

South Lanarkshire is also a listening council. Our membership of the Community Planning Partnership allows us to engage across the spectrum of services and those who use them.

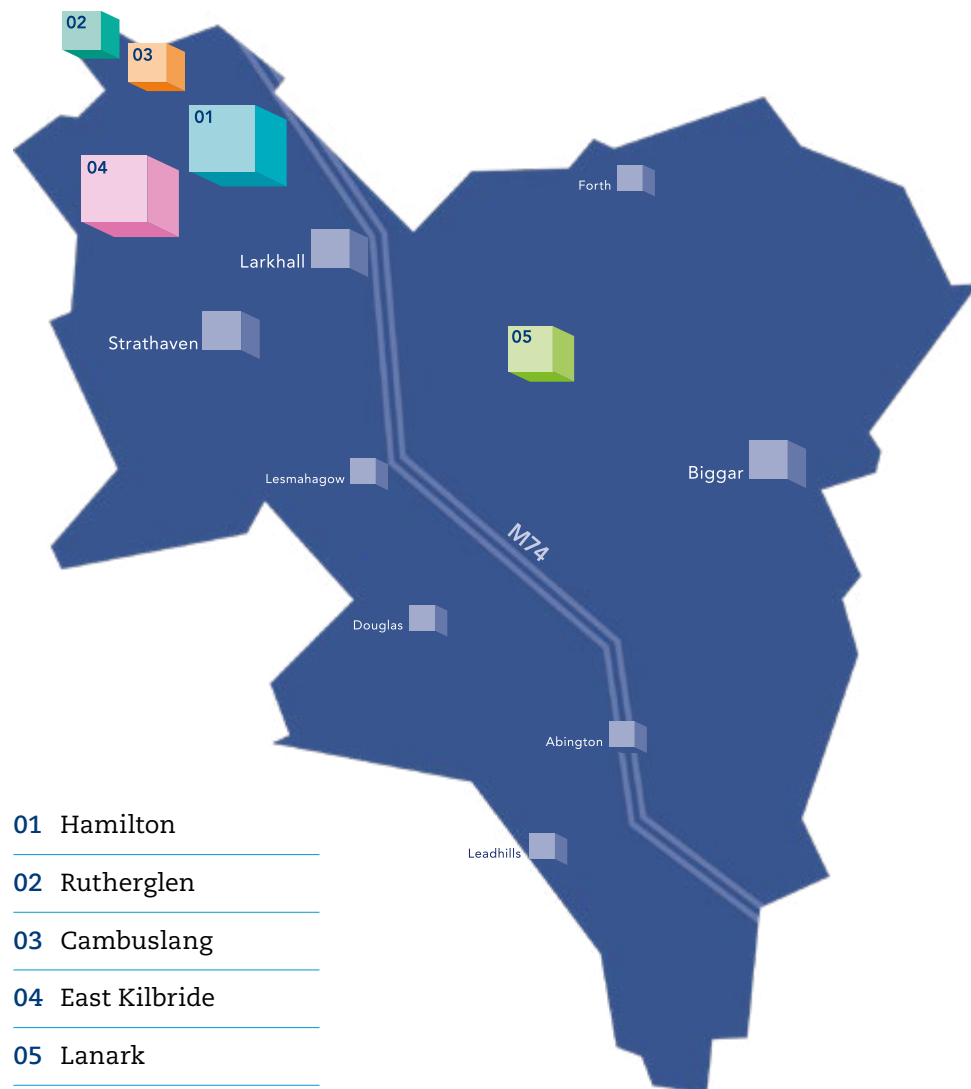
Here in South Lanarkshire citizens enjoy an excellent quality of life. Green spaces, cultural opportunities, enviable transport links and affordable housing make this an attractive place to live, work and bring up family.

The foundations have been solidly laid to enable us to continue to promote South Lanarkshire on a local, national and international stage, whilst ensuring our people can, and will, prosper.



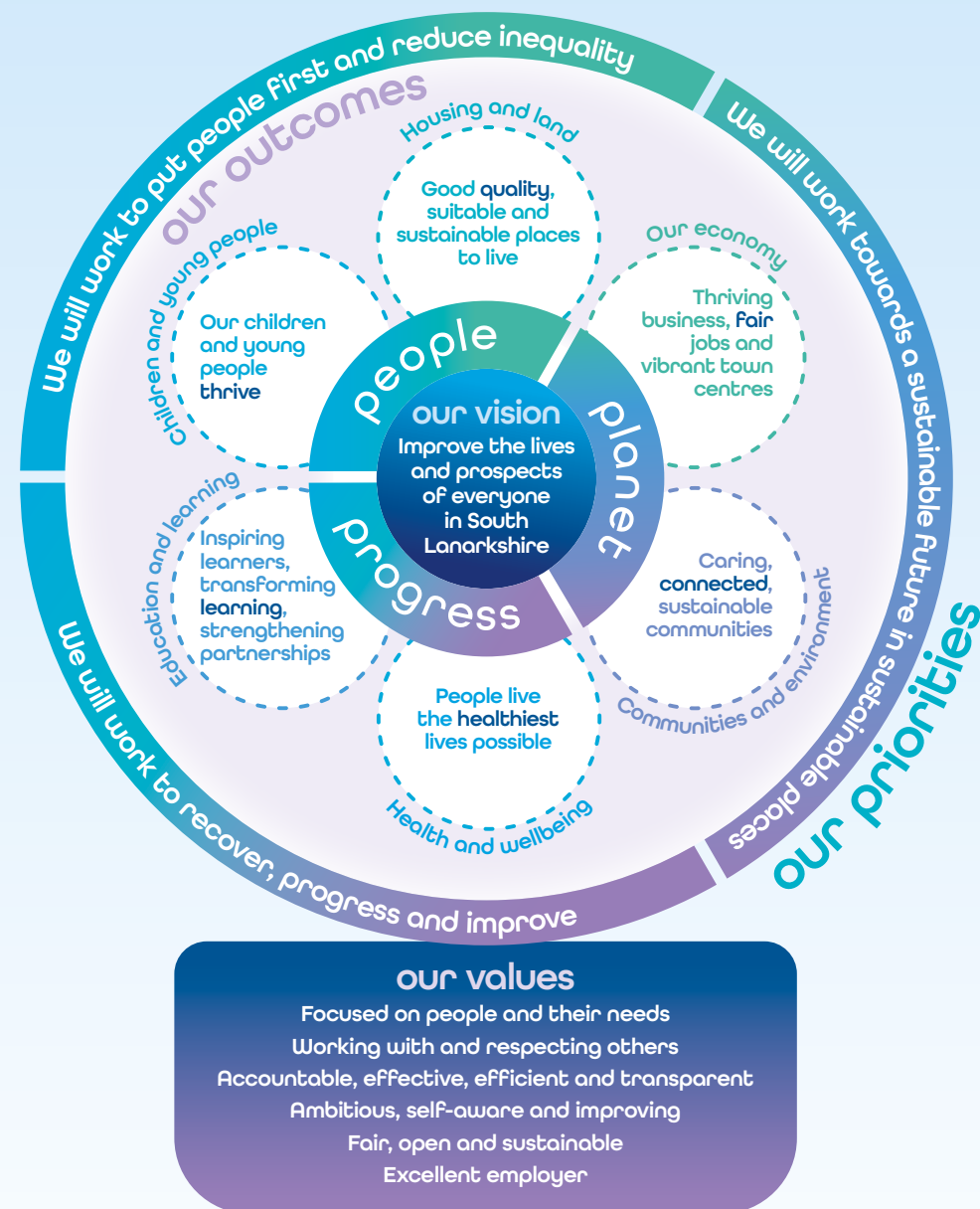
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About the area



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Our vision



ambitious, self aware and improving • fair, open, sustainable • excellent employer

Head of Children and Justice Services

Are you ready to help improve the lives and prospects of everyone in South Lanarkshire?

This is a rare chance to join the leadership team at one of Scotland's biggest and most progressive local authorities. South Lanarkshire Council is an ambitious, high performing organisation with a clear vision and programme of action which is designed to improve the lives and life prospects of everyone in South Lanarkshire.

In Social Work Resources we are committed to delivering personalised services which focus on positive outcomes and places service users, relatives and carers at the centre of the process.

We require an exceptional Head of Children and Justice Services who will also have the Chief Social Work Officer role, to continue our commitment to transform and develop services to meet the current and future needs, expectations and preferences of our children and young people.

We would welcome applications from high calibre individuals who can communicate a clear vision for the future, deliver results and set high quality standards.

A degree in Social Work is essential. A degree level qualification in management and /or Chief Social Work Officer Award would be preferred. If you do not hold the CSWO award there will be a requirement that you will undertake this with support from the organisation upon appointment. The successful applicant must be registered or gain registration with SSSC prior to taking up post.

In addition to a challenging role with plenty of scope to make an impact and advance your achievements, we can promise you an excellent benefits package that includes final salary pension, generous annual leave entitlement and flexible working initiatives.

This post has been politically restricted in terms of the Local Government and Housing Act 1989.

The successful candidate will be subject to a criminal records check provided by Disclosure Scotland.

This post is considered Regulated Work with Children and Adults, under the Protection of Vulnerable Groups (Scotland) Act, 2007. Therefore, it is an offence to

apply if you are barred from working with children and adults.

Preferred candidates will be required to join the PVG Scheme, or undergo a PVG Scheme Update check, prior to a formal offer of employment being made by South Lanarkshire Council.



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Job profile

Reports to: Director, Health and Social Care
Location: South Lanarkshire Council Headquarters, Almada Street, Hamilton, ML3 0AA
Salary scale: Grade 6

Vision and values:

South Lanarkshire Council is an ambitious and progressive local authority, and serving the community is at the heart of all we do. The ultimate aim is to ensure the council is delivering on its promises in an effective, efficient and ethical way and is committed to its vision 'to improve the lives and prospects of everyone in South Lanarkshire'.

The council's commitment to its values is demonstrated through the behaviours and actions of all elected members and employees.

Overall purpose:

Responsible for the provision of Children and Justice Services across the South Lanarkshire Council area. Responsibilities include the strategic management and development of Children and Justice Services within available resources. Ensuring delivery of high quality services which are designed to meet the needs of service users whilst fulfilling statutory and regulatory requirements. To play a key role in the leadership, vision and strategic direction of South Lanarkshire Council in line with Council and Resource priorities.

Key tasks and responsibilities:

To have lead responsibility for the development and implementation of the Children's Services Plan ensuring joint working with partners in line with local and national priorities.

To have lead responsibility for the ongoing development and implementation of Corporate Parenting strategies including the continuing improvement of children's services.

To have lead responsibility for the implementation and development of Child Protection functions and priorities in line with government guidelines.

To ensure the continued implementation of the GIRFEC principles in developing a collaborative, multi agency / multi disciplinary approach across South Lanarkshire Council and partner agencies.

To have lead responsibility for the Council's contribution to MAPPA.

To provide professional advice and guidance to the Executive Director, Corporate Management Team, Elected members and Integration Joint Board in relation to the areas of Children and Justice Services and all social work and social care services as part of the Chief Social Work Officer statutory duties.

To have a lead responsibility for transformation and change programmes in relation to Children and Justice Services and professional oversight of all Social Care and Social Work services of the Health and Social Care Partnership in relation to professional standards.

To ensure continuous improvement of service delivery via a comprehensive performance management framework and continuous development of quality assurance and quality management systems and procedures relating to Children and Justice Services.

To represent the council in all relevant partnership forums associated with public protection, Community Justice, Violence Against Women and Girls and Alcohol and Drug Partnership.

To exercise the duties of the Chief Social Work Officer under the Social Work (Scotland) Act 1968 and related legislation as amended. The Head of Children and Justice Services (Social Work Resources) is authorised to carry out all functions and responsibilities in terms of all relevant legislation and regulations concerning the Council's functions relating to the provision of Social Care Services.

Behaviours framework

The council's behaviour framework is a set of core behaviours that defines how employees approach work to enable the delivery of key tasks for the role. The expected behaviours for this role are:

Efficient

- Drives service improvement and innovation by communicating vision and a sense of purpose across area of responsibility.
- Achieves efficiency savings taking account of council objectives and workforce planning requirements whilst improving outcomes for the communities of South Lanarkshire Council.
- Develop services which have a positive impact on the physical environment of South Lanarkshire Council ensuring sustainability of resources.
- Adopt a non bureaucratic approach to service delivery and encourage others to seek simple solutions to achieve objectives.
- Adopt a project management approach when reviewing services and delivering change.

Flexible

- Plans for the variability of service demand and resource availability ensuring the system has the resilience and capacity to cope with uncertainty.
- Leads creative approaches in designing services and developing new ways of working which achieve efficiency and improvement.
- Views and presents change as an opportunity to modernise and 'future proof' services.
- Drives change by persuading and influencing others.
- Understands the impact on change on others and becomes a focal point of support and guidance in times of uncertainty.

- Takes responsibility for change and coaches other to do the same.
- Communicates facts to dispel rumours.

Performing

- Focus on strategic long term outcomes, anticipate changes in working practices and effectively manage transitions.
- Works to achieve and vision of customer focus, improvement and excellence within the council, as well as with partners and other stakeholders.
- Gives teams defined structures and clear direction, enabling a strong sense of ownership and personal responsibility for the delivery of outcomes and objectives.
- Health, safety and wellbeing are at the heart of approach and ensure that these principles are understood in the application of your strategic responsibilities.

Working with others

- Spends time building relationships with partners.
- Facilitates elected member involvement and consults with representative groups when formulating strategies.
- Inspires a 'one team' culture.
- Builds networks, locally regionally and nationally to help provide support and expertise by shaping and driving forward agendas and addressing concerns.
- Role models inclusive leadership; respecting colleagues, partners and customers and treating people according to their needs.
- Engages with communities, internal and external partners ensuring the full range of views are taken into account.

- Understands the importance of communication, evaluates its effectiveness and takes steps to improve; leading and encouraging open communication at all levels in the organisation.
- Understand respectful challenge and makes own case whilst recognising the concerns of others.

Leading

- Visible and accessible to employees within your service/area of responsibility.
- Role model for inspirational leadership.
- Builds commitment and engagement to improve team cohesion and outputs.
- Demonstrates sensitivity and good judgement in decision making and relationships.
- Is able to take difficult decisions in complex and challenging situations for the best interests of the service and the council.
- Evaluates resources, options and consequences in decision making.
- Communicates positive messages about the organisation, acting in its best interests and being an ambassador for South Lanarkshire Council.
- Understands the power and authority that comes with the senior manager role and adapts behaviour to ensure interactions with others are positive and empowering.
- Coaches and mentors others and has continuous learning and development as a key priority for the service.

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Position requirements

Education, qualification and training

Essential

Hold a degree in Social Work.

Must be registered or gain registration with SSSC prior to taking up post.

Desirable

Hold additional degree level qualification in management.

Hold the Post Graduate Diploma for Chief Social Work Officers (CSWO Award) or willing to work towards this.

Skills, knowledge, experience

Essential

- Ability to demonstrate experience at a senior management level within a large, complex organisation preferably within a social work setting.
- Ability to deliver organisational goals, demonstrate leadership, inspire and influence and build successful partnerships.
- Detailed knowledge of relevant statutory procedures, regulations and influences in relation to Children and Justice Services.
- Ability to build effective relationships with employees, customers and stakeholders.
- Ability to work collaboratively within a multi-disciplined environment to drive forward a culture of teamwork, accountability and success.

Personal qualities

- Strong personal commitment to improving local public services.
- A strong commitment to honesty and openness, treating people consistently, fairly and with respect.
- To be persistent, tenacious, highly motivated and not easily discouraged.
- Inclusive and supportive team player.
- To work in a flexible, adaptable manner and to always act with discretion and tact.

Other

- This post has been politically restricted in terms of the Local Government and Housing Act 1989.
- This post is subject to the Protection of Vulnerable Groups (Scotland) Act 2007.

Recruitment checks

As part of our approach to good practice and safer recruitment we carry out a number of essential pre-employment checks, for example Identity and Right to Work, PVG and Disclosure, qualifications, registration, employment history and gaps in employment and references.

South Lanarkshire Council is committed to providing support to members of the armed forces, veterans and their families which is set out in the Armed Forces Community Covenant. Veterans are guaranteed an interview who meet the minimum requirements for the position.

South Lanarkshire Council is an Equal Opportunities employer and encourages applications from all members of the Community. As a user of the Disability Confident Scheme, we guarantee to interview all disabled applicants who meet the minimum requirements for the position.



Further information

You can find more detailed information about the council, its priorities and its policies by following these links:

[South Lanarkshire Council website](#)

[Council departments](#)

[Council performance](#)

[Connect – council plan](#)

[Plans and policies](#)

[South Lanarkshire councillors and committees](#)

[South Lanarkshire View](#)

[South Lanarkshire Leisure and Culture](#)

[South Lanarkshire University Health and Social Care Partnership](#)

[South Lanarkshire Community Planning Partnership](#)



If you need this information in another language or format, please contact us to discuss how we can best meet your needs.

Phone: 0303 123 1015

Email: equalities@southlanarkshire.gov.uk



Produced for Finance and Corporate Resources by Communications and Strategy. 068401/Aug25

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