

# Job description

## Assistant Director for Corporate Parenting

- Grade: C04
- Reports to: Director, Family Help and Safeguarding
- Direct reports: 6
- Your team: Corporate Parenting Services, including Children Looked After, Fostering and Permanency
- Service area: Children's Safeguarding
- Directorate: Children and Young People

### Special requirements of the post

Workstyle: Front facing (High presence, three to four days a week)

- Colleagues with regular physical contact with residents and businesses in the borough and on-site, but some activities could be done remotely (such as paperwork)

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This post requires a DBS check at the appropriate level (Enhanced )

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This post is subject to the council's declaration of interest procedure

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## Our mission

Islington is a place rich with diversity and culture. As a council our sense of purpose couldn't be clearer: we serve. It's in the logo. We are committed to challenging inequality in the borough and as one of the largest employers we know that to look after the place and the planet, we have to look after our people. **Together we can change the future.**

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out 'CARE', which is what we think public service is all about.

# Overview of the role

Lead, monitor, and develop all Corporate Parenting services, including Children Looked After, Fostering and Permanency. Responsible for continuous improvement, partnership working, and ensuring the voice of Children Looked After is central to service delivery.

## Key responsibilities

Please list each key responsibility of the role :

- Any additional duties consistent with the grade and level of responsibility of this position, for which the holder possesses the required experience and/or training.
- Strategic and operational leadership of Corporate Parenting services
- Lead service development and improvement in line with legislation and local need
- Manage budgets and resources effectively
- Develop partnerships with internal and external stakeholders
- Ensure compliance with safeguarding, health, and educational standards
- Promote equality, diversity, and inclusion in service delivery
- Prepare reports and briefings for senior management and boards
- Monitor performance indicators and use data to drive improvement
- Ensure smooth transitions for children becoming looked after
- Champion the voice of Children Looked After
- Any additional duties consistent with the grade and level of responsibility

## Budget responsibilities

Responsible for significant budgets associated with Corporate Parenting services.

## Compliance

Ensure adherence to legal, regulatory, and policy requirements under GDPR, Health and Safety, Employee Code of Conduct and in your area of expertise by identifying opportunities and risks, and escalating issues as necessary.

# Person specification

Your application form needs to demonstrate how you fulfil the role's requirements. It is essential to address the criteria, as this will be used to evaluate your suitability for the position.

## Essential and desirable criteria

**Essential:** the basic requirements that must be met for someone to be considered for a particular job. These criteria are mandatory and cannot be negotiated. Essential criteria directly impact the core qualifications or skills necessary to perform the job effectively.

**Desirable:** the additional qualities, skills, or qualifications that would be advantageous for a candidate to possess but are not mandatory. Not meeting them does not automatically disqualify someone from consideration for the job. This also allows candidates who do not possess certain desirable criteria the opportunity to explain how their other knowledge, experience and skills relate to these and what they may be in the process of doing or willing to do to achieve these.

## Knowledge, experience, and skills

Point	Criteria description	Essential/desirable
1	Degree level qualification and/or 5 years' experience managing Corporate Parenting services	Essential
2	Significant strategic and operational experience in social care at service manager level	Essential
3	Substantial experience managing change in large organisations	Essential
4	Success in promoting and implementing equal opportunity policies	Essential
5	Supervising social workers and managers, and/or managing Fostering and Permanency services	Essential
6	Experience leading key services and managing people/resources to deliver outcomes	Essential
7	Strong communication and influencing skills	Essential
8	Ability to evaluate, analyse, and make decisions in complex circumstances	Essential

Point	Criteria description	Essential/desirable
9	Leadership skills, including innovation, delegation, and performance management	Essential
10	Thorough understanding of legislative frameworks for Children Looked After	Essential
11	Knowledge of cost centre management and budgetary planning	Essential
12	Understanding the needs of children looked after, care experienced, and those with disabilities	Essential
13	Experience planning and facilitating inspection management	Essential
14	Collaborative working with key stakeholders	Essential
15	Commitment to ensuring the voice of Children Looked After is heard	Essential

## Our accreditations



Our accreditations include Disability Confident Leader, The Mayor's Good Work Standard, London Living Wage Employer, Stonewall Diversity Champion, and Employer with Heart.