



Job description			
Job title	Director (Children’s Social Care)		
Grade	Director		
Directorate	Children and Young People		
Service/team	Children’s Social Care		
Accountable to	Executive Director (Children and Young People)		
Responsible for	Head of Family Help and Protection Head of Permanence and Sufficiency Head of Safeguarding and Quality Assurance		
JE Reference	B1006	Date Reviewed	April 2026

Purpose of the Job

As Director (Children’s Social Care), you will provide strategic leadership for statutory children’s social care services, with a particular focus on family help and protection, permanence, sufficiency, care planning and operational delivery of social care services ensuring that all statutory duties are fulfilled to a high standard.

The post holder is responsible for shaping and leading an integrated system of support across the borough that improves and strengthens outcomes for children, young people and families. Working collaboratively with partners and key stakeholders, they will drive the delivery of the Knowsley Council Plan and support the Cabinet, Chief Executive and Corporate Management Team in achieving the borough’s strategic priorities.

They will be fully accountable for all areas within their remit and empowered to make informed, timely decisions that secure improved outcomes and support continuous improvement across children and young people services.

Duties and Responsibilities

This is not a comprehensive list of all the tasks which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken.

1. Strategic Leadership of Children’s Social Care



- Provide strategic leadership and oversight of statutory children's social care services, including MASH, Child in Need, child protection, Public Law Outline and court proceedings, children with disabilities, cared for children, care experienced young people and adoption.
- Ensure services are planned, delivered, and resourced effectively to meet statutory duties and local priorities.
- Provide strategic leadership for all Children's Services inspection activity, jointly with the Director of Prevention and Integration, driving strong preparation, multi-agency engagement and effective responses to findings.

2. Partnership, Collaboration & External Relationships

- Build trusted, effective relationships with children, young people and families to deliver meaningful change, placing collaboration and co-production at the heart of how priorities are shaped, decisions are made and support is delivered.
- Build and sustain strong relationships with:
 - Children, young people and families
 - Schools and headteachers
 - Department for Education
 - Ofsted
 - Liverpool City Region
 - Police
 - Integrated Care Board
 - Health and social care partners
 - Safeguarding Children Partnership leaders and scrutineers
 - Voluntary and Community Sector Organisations
- Represent the Council at strategic regional and national forums.

3. Corporate Leadership & Council-Wide Responsibilities

- Contribute to delivery of the Knowsley Council Plan and Children and Young People Plan, ensuring alignment with corporate priorities including early intervention, organisational resilience and inclusive growth.
- Lead on corporate assignments allocated by the Chief Executive or Executive Director.
- Act as a senior change agent, supporting organisation-wide improvement and culture change.
- Support Elected Members in their roles as community leaders.
- Support corporate and external inspection activity.
- Deputise for the Executive Director of Children and Young People as required.
- Promote Knowsley Better Together values and champion a positive, inclusive staff culture.
- Support the Council's emergency planning, response, and recovery arrangements.



5. Performance, Quality Assurance & Outcomes

- Ensure all children's social care services deliver improved outcomes for children, young people and families.
- Oversee commissioning and performance management of children's social care to ensure they meet the needs of vulnerable learners.
- Provide constructive challenge to continuously improve standards and outcomes across education and early years.

6. Corporate Parenting

- As part of your role with the Council, you share a collective responsibility to support and champion children and young people who are cared for by the Council and young people who are care experienced. Children and young people tell us that including this in all job descriptions "is good" because they want all Council employees to understand how important it is to "treat children in care and care experienced young people as they would their own". We ask that you do this with the same commitment, care and ambition that any parent would, regardless of your job role or service area. Children and young people tell us that they want all Council employees to be "genuine", helping to create a supportive environment, remaining alert to any worries and concerns, and ensuring that safeguarding is promoted and responded to appropriately.

7. System Leadership and National Reform

- Provide visible, influential system leadership across the borough, positioning children's social care as central to improving life chances, reducing inequality and strengthening community wellbeing.
- Act as the Council's strategic lead for responding to children's social care reform, translating legislative and policy change into ambitious, locally-driven improvement across Children's social care.
- Champion children's social care as key enablers of inclusive growth, working with partners to align priorities with wider economic, health and community strategies, ensuring a resilient, responsive and future-focused children's social care system for Knowsley.
- Promote a coherent children's social care system that supports children, young people and adults to participate, progress and thrive at all stages of life.

8. Participation, Progression and Engagement

- Provide strategic leadership to embed meaningful participation of children, young people and families across Children's Social Care, ensuring their voices influence service design, decision-making and quality improvement.
- Champion inclusive engagement approaches that promote equality, strengthen trust with communities, and increase participation from



seldom-heard groups, care-experienced young people and partner agencies.

- Oversee the development of clear progression pathways for children, young people and the workforce, supporting positive outcomes, transitions, skills development and leadership succession.
- Ensure participation and engagement activity is aligned to statutory duties, corporate priorities and inspection frameworks, using feedback, data and lived experience to drive continuous improvement.

Service Specific Duties and Responsibilities

1. Statutory Children's Social Care Leadership

- Provide overall leadership and accountability for the delivery of statutory children's social care functions, ensuring compliance with legislation, statutory guidance and best practice.
- Maintain clear oversight of safeguarding, child protection, cared for, care experienced services, children with disabilities, court proceedings and adoption.
- Ensure professional practice standards are consistently strong, timely and child-centred across all services.

2. Safeguarding, Quality and Practice Improvement

- Hold responsibility for the quality, safety and effectiveness of social work practice across Children's Social Care.
- Lead a robust approach to learning, quality assurance and continuous improvement, ensuring practice is informed by evidence, learning from audits, complaints and serious incidents.
- Ensure effective arrangements are in place to identify, manage and reduce risk for children, young people and families.

3. Permanence, Sufficiency and Care Planning

- Provide strategic oversight of permanence planning, ensuring children experience timely, stable and life-long outcomes wherever possible.
- Lead the development of a strong and sustainable local sufficiency offer, reducing reliance on high-cost external placements.
- Ensure care planning, decision-making and transition arrangements are purposeful, timely and focused on long-term outcomes.

4. Operational Performance and Demand Management

- Maintain a clear understanding of demand, capacity and flow across children's social care services.
- Ensure operational arrangements enable effective response to need, including timely decision-making, safe caseloads and effective use of resources.



- Use performance intelligence to anticipate pressure points and implement service-level solutions.

5. Inspection Readiness and Regulatory Assurance

- With the Departmental Leadership Team, act as the strategic lead for all inspection activity relating to Children's Social Care, including ILACS.
- Ensure services are inspection-ready at all times through strong leadership, practice confidence and effective self-evaluation.
- Lead responses to inspection findings, ensuring rapid and sustained improvement where required.

6. Participation, Engagement and Lived Experience

- Ensure the voice and lived experience of children, young people and families shape social care practice, service design and improvement activity.
- Promote authentic and inclusive approaches to participation within statutory social care services, particularly for cared for and care experienced children.
- Ensure feedback and lived experience are systematically used to strengthen outcomes and practice quality.

7. Transitions and Pathways

- Ensure effective transitions for children and young people across key stages, including entry to care, permanence, adulthood and leaving care.
- Provide oversight of pathways that support stability, independence and positive adult outcomes for care-experienced young people.
- Ensure continuity of planning, relationships and support during periods of change.

8. Professional Social Work Leadership

- Act as the senior professional lead for social work within the organisation.
- Promote strong social work identity, professional curiosity and ethical practice across Children's Social Care.
- Ensure practice development reflects contemporary research, statutory guidance and sector best practice.

Corporate Duties and Responsibilities

1. Corporate Leadership & Strategic Contribution

- Lead and contribute to corporate priorities and cross-council initiatives as allocated by the Chief Executive and Executive Director Children and Young People's
- Act as a senior change leader, driving organisational improvement and modelling collaborative, high-performance behaviours.



- Provide leadership that supports delivery of the Knowsley Council Plan and Knowsley 2030 Strategy.

2. Governance, Elected Member Support & External Assurance

- Support Elected Members in their roles as community leaders, providing clear and informed professional advice.
- Contribute to all corporate internal and external inspection activity as required, including preparation, coordination, and follow-up.

3. Partnership Working & Knowsley Better Together

- Champion and embed Knowsley Better Together principles through strong collaboration with partners, stakeholders, and communities.
- Foster cooperative working arrangements that maximise collective impact and improve outcomes for residents.

4. People, Culture & Organisational Development

- Promote a positive, inclusive, and engaging workplace culture where staff can contribute, develop, and feel valued.
- Act as a senior role model for employee engagement, inclusion, and continuous improvement.

5. Emergency Planning, Response & Resilience

- Support the Council’s emergency preparedness, response, and recovery arrangements.
- Participate in relevant training, exercises and, where required, attend Strategic, Tactical or Recovery Coordination Groups.

Knowsley Better Together – Staff Qualities





Health and Safety

- To use equipment as instructed and trained.
- To inform management of any health and safety issues which could place individuals at risk.

Data Protection and Information Security

- Implement and act in accordance with the Information Security Acceptable Use Policy, Data Protection Policy and GDPR.
- Protect the Council's information assets from unauthorised access, disclosure, modification, destruction or interference.
- Report actual or potential security incidents.
- As a senior officer, you will be expected to support the Council's emergency preparedness, response, and recovery arrangements; this may include, but is not restricted to, participation in appropriate training and exercises, participation in our emergency duty officer rota, and attending Strategic and/or Tactical and/or Recovery Coordinating Groups with our multi-agency partners.