

Post Specification

Post Specification - Key Information

- **Post Title: Senior Manager – Children & Young People**
- **Date:** August 2025
- **Post Group Number:** 8739
- **Job Family:** People Care and Development
- **Job Family Role Profile:** PCD19
- **Final Grade:** 19

To be read in conjunction with the job family role profile.

Service Area Description

To work within People as a Senior Manager responsible for children and young people services in a specific area of Cumbria.

Purpose of this Post

To be responsible for the effective delivery of specialist children and young people's services in a specific area and take a strategic and countywide lead on key areas.

Key Job Specific Accountabilities

1. To ensure that all teams deliver consistent, high-quality services for children.
2. Management oversight of complex and high-risk work with children.
3. To be responsible for the delegated budget for the area; staffing and children.
4. To work positively with partners to promote a whole system approach to meeting the needs of children and young people.
5. To lead strategic responsibilities on behalf of the directorate across the county and ensuring a consistent approach to service delivery.
6. To develop effective partnership arrangements for early help.
7. To develop multi-agency systems approach, response and monitoring and work with partners to develop services and joint service delivery.
8. To ensure the use of performance management and audit to improve the quality of the service.

Please note: Annual targets will be discussed during the appraisal process.

Key Facts and Figures of the Post

- **Budget Responsibilities:** Staffing budget and budget related to children.
- **Staff Management Responsibilities:** To be responsible for all staff in the area (c 100)
- **Other:** To work closely with colleagues and partners leading the whole system

Essential Criteria

- **Qualifications:**
- Social Work qualification at Honours Degree level or equivalent.
- **Experience:**
- Extensive experience of working in services for children and acute need.
- Extensive experience of managing teams and budgets.
- Extensive experience of working and influencing partners.

Disclosure and Barring Service (DBS) Checks

- This post requires a DBS check.
- The level of check required is *(remove others not required)*:
 - DBS Enhanced - Children & Adults

Job Working Circumstances

- **Emotional Demands:** Ability to work in a stressful environment subject to extensive regulatory and departmental scrutiny.
- **Physical Demands:** Normal
- **Working Conditions:** Ability and willingness travel within and out of the county.
- Willingness to work flexibly, including being on call for emergency decisions for children.
- **Other Factors:** None