

JOB SUMMARY

Post Title	<i>Strategic Director for Children's Services</i>						
Job Family	<i>Leadership</i>	Pay Range	20	Line Manager to others?	Yes	Role profile ref	SM02
Service Area	<i>Community Services</i>						
Line Manager	<i>Chief Executive</i>						
Location	<i>County Hall/Agile</i>						

Job Purpose

To be the Council's statutory designated director for children's services in accordance with the Children's Act 2004 and statutory guidance.

Lead the development of an innovative and integrated approach to the delivery of a new children's services directorate model that underpins the council's ambitions and corporate priorities.

Work in partnership with statutory agencies to ensure robust and effective safeguarding arrangements.

Lead the design and delivery of the council's plans and strategies for children and young people. To oversee the council's plans and strategies to raise educational standards and improve educational outcomes in schools.

Provide strategic direction, vision, leadership, and management to the functional services within remit, proactively identifying and maximising opportunities cross council to deliver as one organisation to bring about measurable improvements, efficiencies, and better outcomes for the Island's children and young people.

Contribute to the overall leadership of the organisation, acting as an ambassador for the Island and building a high calibre, well-motivated, effective, and engaged workforce.

Job Context

- Act as the council's principal advisor to executive members and corporate management team on all aspects of directorate portfolio.
- Work closely with elected members, council officers and partners to improve outcomes for Island children and young people, including those in the care of the local authority, those leaving care and those in need of help and protection and to meet the needs of children and young people with special educational needs and/or disabilities. Ensuring that there is an integrated approach to identified community issues and challenges and for customer focus to be at the heart of everything.
- Afford strategic leadership and management of a service portfolio that includes children, young people safeguarding, social care and education; ensuring that teams are empowered to be innovative and creative; risk aware; highly motivated and aligned to the delivery of key corporate priorities and which underpins a one council approach.
- Deliver the Council's plans for learning, education and skills.
- Promote strong and effective relationships across the education community, supporting the Council's ambitions for all schools to be good or outstanding
- Acting as a role model, initiate, develop, and lead the delivery of cultural change that delivers the council's stated values and behaviours, and which ensures that the customer is central to strategy, policy and service design in the successful delivery of the council's corporate priorities.
- Through direct reports, at an operational level, ensure highest standards of customer service and best value is obtained in all work undertaken by employees, contractors, and partners.
- Actively develop, promote, and sustain partnership working with key community partners, statutory agencies and other relevant organisations, including DFE, Ofsted and government as necessary to drive innovation, enhancement in the quality of life for all and brings about long-lasting improvements for the delivery of services.
- Contribute proactively at the national level to shape and influence the direction of strategies for education and children's safeguarding and social care. Promote best practice and learn from others

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- Lead and manage effective relationships between elected members, political groups, officers, public and media in all aspects of directorate portfolio.
- Manage the resources and budgets of the directorate effectively, in accordance with the council's scheme of delegation and financial regulations to ensure the most cost-effective delivery of services, within available resources and maximising the potential for income generation.
- Manage employees within service areas in accordance with council's human resource policies
- Promote the health and safety of employees at work and of service users through the implementation of the council's health and safety policy and relevant statutory requirements.
- Maintain up to date knowledge of best practice within areas of responsibility and ensure compliance with all relevant legislation, providing professional advice to elected members.
- Establish and maintain appropriate business continuity arrangements for the areas of responsibility and contribute to emergency planning arrangements for the council.
- Undertake horizon scanning to ensure that the council does not miss any opportunities that present, responding to any obstacles that may hinder a response to them.
- Ensure that there are appropriate metrics in place to measure contract performance and service delivery and progress towards strategic goals.
- Take overall responsibility for the directorate's risk and reputation management by ensuring it operates in an open, respectful, accountable, and democratic manner, while challenging traditional thinking and identifying risk aware innovative solutions that enhance the potential for improvement.
- Ensure the chief executive and elected members are kept apprised of critical matters that may affect the delivery of service strategy, directing remedial action to respond accordingly.
- Participate in mandatory emergency planning training and emergency planning activities including training, exercises and responding.

Knowledge, Skills and Experience

Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
Significant senior strategic management experience, within a local authority.	<p><i>Significant senior strategic leadership and management experience in complex, high profile and strategically important projects/contracts in order to provide the necessary direction, professional and technical support to services within own portfolio.</i></p> <p><i>Ability to provide clarity of leadership purpose and direction to motivate multi-disciplinary teams towards a common goal and align service priorities and planning towards critical delivery activities, on time and to required outcomes.</i></p> <p><i>Demonstrable evidence of strategic leadership in the delivery of innovative solutions to complex community issues, through alignment of those involved towards the demonstration of common values, expected behaviours and which have the customer at the heart.</i></p> <p><i>Significant demonstrable experience and understanding in relation to Social Care and Social Work</i></p> <p><i>Proven significant strategic experience in the provision of public sector children's services.</i></p>	X	

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	<i>Demonstrable experience of leading services for children and young people.</i>		
Demonstrable experience of developing and effectively delivering an organisation's vision, values and strategic objectives within a political environment.	<p><i>Extensive knowledge of the issues facing local government in the delivery of its Children's Services statutory duties in order to underpin the development of strategy and policy direction.</i></p> <p><i>Ability to lead, influence and implement strategic policies and decisions.</i></p> <p><i>Possession of exceptional creativity and problem-solving skills necessary to design and deliver strategies that bring about long-term and lasting improvements in line with corporate priorities.</i></p> <p><i>Ability to translate political direction into workable strategic plans that can deliver corporate vision, priorities and intended outcomes.</i></p> <p><i>Proven track record of operating strategically to identify, initiate and oversee corporate projects and policy development.</i></p> <p><i>Proven track record of ensuring that there are robust service planning and performance management systems in operation to secure delivery of service and team based operational activity.</i></p> <p><i>Ability to command respect at a strategic, professional, and political level to ensure the successful delivery of complex, high profile services of significant importance to the Island's communities.</i></p>	X	
Demonstrable evidence of developing close, strategic relationships with a wide range of external organisations.	<p><i>Substantial experience and proven ability to provide the necessary leadership and management to oversee complex working relationships between stakeholders with differing needs.</i></p> <p><i>Substantial experience of leading effective multi-agency partnerships.</i></p> <p><i>Demonstrable experience of successful partnership working with schools and education providers.</i></p>	X	
Demonstrable experience of driving organisational development and cultural change within a large organisation.	<i>Proven track record of accountability for and success in delivering major organisational cultural change and customer centric service delivery through inspirational leadership.</i>	X	

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<p>Demonstrable experience of leading effective corporate performance and planning processes.</p>	<p><i>Proven ability to drive through and deliver effective performance management systems and processes that secure required outcomes.</i></p> <p><i>Evidence of conceptual knowledge and understanding of what is required to inform, plan, and monitor performance against corporate vision, goals and desired outcomes.</i></p> <p><i>Experience of leading preparation for statutory inspection processes (Ofsed/CQC)</i></p>	<p>X</p>	
<p>Demonstrable experience in the control and oversight of significant organisational finances.</p>	<p><i>Proven track record of accountability for significant budgets and ensuring the delivery of services within agreed budgetary resource limits.</i></p> <p><i>Proven commercial acumen and evidence of developing and delivery of commercial strategies that secure an increase to the income base.</i></p>	<p>X</p>	
<p>Proven track record of promoting, leading and managing change and of harnessing the strengths and talents of employees at all levels in a large organisation.</p>	<p><i>Evidence of ability to provide coaching and mentoring to senior officers in the discharge of their functional responsibilities and in the maintenance of professional competence and standards.</i></p> <p><i>Proven ability of leadership role modelling that successfully embeds the council's corporate values and in which staff are empowered to deliver pro-active, customer focussed services.</i></p> <p><i>Evidence of the skills necessary to create a workplace environment where learning is actively championed and encouraged to enable continuous improvement to take place.</i></p> <p><i>Demonstrable evidence of leading and developing a positive health, safety and wellbeing culture within portfolio services where all aspects of working practices are compliant with council policies and procedures and where staff are actively engaged in promoting a safe working environment.</i></p>	<p>X</p>	
<p>Demonstrable evidence of proven success in the achievement of equality of opportunity in employment and service delivery.</p>	<p><i>Demonstrable evidence of leading and maintaining an inclusive working environment and actively promoting and celebrating the diverse life experience that people bring.</i></p> <p><i>Evidence of leadership ability to challenge unlawful discrimination, harassment and victimisation or having taken steps to prevent such situations arising.</i></p>	<p>X</p>	

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Extensive knowledge and understanding of the major issues facing local government.		X	
A clear understanding of and commitment to, corporate and partnership working.	<i>Experience of leading the initiation and management of partnership networks that have a meaningful contribution to make in securing long lasting change and sustainability for the Island's communities.</i>	X	
Proven ability to champion performance management and best value within a large organisation.	<i>Demonstrable evidence of ability to identify and appropriately mitigate strategic risks to the organisation in pursuit of its corporate priorities.</i>	X	
Proven ability to work across service boundaries and to facilitate the delivery of cross cutting activity.	<i>Proven ability to communicate effectively with a wide range of audiences and organisations in developing and embedding strategy vision and direction, inspiring confidence, and motivation for a 'can do' approach to achieve successful delivery.</i>	X	
Proven ability to maintain clarity about organisational priorities, how to define them and how to use resources effectively to achieve them.	<i>Experience of strong leadership, negotiation and persuasion skills for working with a wide range of stakeholders towards a common goal and driving innovation through effective partnerships in pursuit of meeting the needs of the Island's communities and delivery of critical strategy and policy.</i>	X	
Proven ability to identify and pursue the potential of ICT and e-services in securing service improvement and increased efficiency.		X	
Proven ability to gain and retain the confidence of elected members of all political parties.	<i>Possess strong interpersonal and presentation skills to ensure that elected members are engaged effectively in the development of future strategic options, kept informed of progress and afforded professional advice and guidance in decision making processes.</i>	X	
Proven ability to assist elected members in their development of the Councils overall policy, direction and strategy.	<i>Possess political astuteness and the ability to establish professional credibility for working effectively in a political environment and in developing and maintaining positive working relationships with elected members.</i>	X	
Proven ability to align political policy imperatives with service outcomes to achieve the overall strategies of the Council.		X	
Proven ability to represent the Council in a variety of settings.		X	
Demonstrate behaviours which model the Council's values.		X	
Ensure support is provided in response to a corporate emergency.	<i>Evidence of ability to operate in the capacity of silver command in the event of a</i>		X

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	<p><i>response being required that the council has a duty to provide a response.</i></p> <p><i>Evidence of participation in an out of hours emergency duty rota and in the leadership and co-ordination of emergency responses to organisational crises.</i></p> <p><i>Experience of Leading the development and maintenance of business continuity arrangements and the ability to act accordingly in circumstances of emergency.</i></p>		
Qualifications			
Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
Educated to degree level or equivalent standard.		X	
Post graduate qualification in a related subject or ability to demonstrate equivalent ability.		X	
Membership of an appropriate professional body.			X
Evidence of continuing professional development that demonstrates up-to-date knowledge of legislation and best practice		x	
May require relevant certifications including evidence of fluency in English language.		X	
Other Requirements			
<i>Personal resilience and ability to remain positive despite setbacks</i>			
<i>Evidence of the enthusiasm, drive, commitment and energy necessary to deliver complex programmes of work</i>			
<i>Ability to work under pressure and with competing demands</i>			
<i>Exceptional organisational skills</i>			