

Job Description

Job title	Operational Director: Children and Families				
Service Area	People Directorate			Function	People Directorate
Team		Post number		Grade	COE 17-23 (Bar24-25)
Reports to	Corporate Director of People				
Responsible for	Children & Families Services				
Purpose of job					
Key Business Responsibilities					
<p>To lead the delivery and development of the Children and Families Service in order that children and young people are safeguarded, their welfare promoted and outcomes for children and young people in the borough are improved and sustained.</p> <p>To be a member of the People Directorate Management Team contributing to the strategic development and delivery of services across Redbridge deputising for the Corporate Director of People when appropriate.</p>					
Member Relationships					
<p>The post holder will advise the Cabinet Member for Children and Young People and the relevant committees as required by the Corporate Director.</p>					
Staff & Budget Responsibilities					
<p>The role has responsibility for approximately 230 staff across Children and Families and reports to the Corporate Director of People, who is the statutory Director of Children's Service. The role manages net budgets of approximately £31 million across Children and Families to ensure effective service delivery.</p>					
Major duties and responsibilities					
Leadership and management					
<ol style="list-style-type: none"> 1. To place children and young people at the heart of service design and delivery, leading a professional culture that is open, responsive and respectful, with high practice standards. 2. To provide clear leadership to the development of the Children and Families Service in Redbridge, ensuring effective strategic management and co-ordination of operational services. 3. To lead the Children and Families contribution to improving outcomes across Redbridge with a particular focus on providing visible leadership to our work to address inequalities and disproportionality within the diverse population of children and young people in Redbridge 					

4. To set a clear sense of purpose and direction for Children and Families, in line with the vision, values and priorities of the Council and the People Directorate and its key partners, motivating and developing colleagues to achieve high performance.

5. To ensure the provision of services is in line with legislation and to take responsibility for statutory decisions relating to Children and Families

6. To be the lead officer for the Council's corporate parenting responsibilities. Seeking continuous improvement in our performance and securing the best outcomes for looked after children and care leavers.

7. To lead the provision of an Early Intervention service for Children and Families, ensuring that early intervention services are aligned with, and effective in addressing need in the Borough at the earliest opportunity.

8. To develop and sustain partnerships with other agencies including health, police, voluntary and community organisations and government departments to ensure that children and young people and their families benefit from coordinated and timely multi agency support and interventions and that the best use is made of agencies' collective resources.

9. To lead on providing professional advice on children's safeguarding across the Council including to the Cabinet Member for Children and Young People.

10. To maintain effective Performance Management arrangements including meeting the expectations of external scrutiny and inspection. To develop a culture of continuous improvement, fostering and encouraging innovation and creativity in the response to the needs of children and young people and their families.

11. To oversee the management of Children and Families Services financial plans in accordance with corporate guidance enabling the Council to meet its statutory obligations and provide value for money and maintain effective financial control of service budgets of approximately £31m.

Relationships and communications

1. To engage with the children and young people of Redbridge and their families and develop services and arrangements through true coproduction.

2. To work with members of the People Directorate senior management team to communicate a vision and strategy that enables excellent outcomes for children and young people and residents more generally.

3. To develop and maintain effective relationships with key partners, service providers, stakeholders and the wider community in order to ensure effective safeguarding of children and young people and to facilitate the delivery of high-quality services that meet needs.

Corporate

1. To contribute to the corporate delivery of the Council's vision, core values and priorities providing a clear direction and purpose for the Directorate.
2. Through personal example, commitment and clear action, to value and celebrate the rich diversity of the community in Redbridge, ensuring equality of access and treatment in employment and service delivery.
3. To take a personal role in promoting relevant partnerships reflecting the Councils' commitment to work in active partnership with communities to develop Redbridge and improve the quality of life for all citizens.

Person Specification

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<p><i>Method of candidate assessment: A = Application Form I = Interview T = Test</i></p> <p><i>Weighting: 3 = most important, 1= least important</i></p>					
Selection Criteria					
<p>Education & Qualifications:</p> <p>Essential Degree level Qualification or equivalent relevant professional qualification.</p> <p>Social Work Qualification.</p>					
<p>Experience/Knowledge/Skills/Competencies:</p> <p>Essential Experience</p> <ul style="list-style-type: none"> • Experience of working at a senior management level within children’s social care in a local authority environment • Experience of successful leadership and development of social work and early help practice • Experience of working and managing within multi-agency contexts • Evidence of successfully managing complex change in large organisations • Evidence of successful partnership working • Evidence of securing continuous service improvement • Evidence of success in promoting and implementing diversity and inclusion policies and practices in respect of employment and service delivery • An understanding of the needs of children and young people in need, in need of protection, those who are looked after or are otherwise living away from home and those who have disabilities • Experience of working with children and young people and their families, promoting and hearing their voice in service design and delivery <p>Skills</p> <ul style="list-style-type: none"> • The ability to influence at a range of levels and across a variety of professional groups and organizations • Effective partnership working and relationship building and management • Effective team building and working, with strong motivational skills and the ability to coordinate a range of talents for the best outcomes for children and young people • The ability to think strategically and communicate a vision for services to children and their families • Excellent analysis and judgement enabling good, reasoned and effective decisions • Excellent leadership skills, including analysis and priority setting, service planning, target setting, performance management, evaluation, innovation, delegation, problem solving and conflict resolution • Highly developed skills in senior level decision-making in safeguarding and improving outcomes for 					

children and young people

Knowledge

- An excellent understanding of the legislative framework for children's children's social care and the changing national agenda
- A detailed understanding of the principles of budgetary planning and control
- A detailed knowledge of performance management, supervision and professional development frameworks and their implementation within a multi-professional context
- An excellent understanding of project management tools and their application within a public service setting

Other job requirements

- An ability to work flexibly and outside of normal office hours where necessary