

Job Title: - Director of Children’s Services

**Reference:** For P&C

**Grade:** Chief Officer

**Values:**

The council has an inclusive culture encompassing the following values which are at the heart of everything we do. The values are:

* Valuing People
* Honesty
* Striving for Continuous Improvement
* Openness
* Commitment
* Behaving with Integrity

**Purpose of the Role:**

Reporting to the Chief Executive and working with Elected Members to develop and deliver the council’s policies and strategic plans and play a full role in corporate and portfolio leadership as a member of the council’s Leadership Team.

To be the responsible and accountable officer for the development of policy and strategy on all matters relating to, children and families in NELC as defined in the statutory guidance for the role of the Director of Children’s Services, working closely with the Cabinet where necessary and advising the Deputy Chief Executive, Elected Members and others.

The post holder will assume statutory responsibilities as the Director of Children’s services and discharge the functions of the Authority as listed in Schedule 1 of the Local Authority Social Services Act 1970 and the Children’s Acts 1989 and 2004

To demonstrate commitment and leadership of the Council’s core principles and priorities, as a member of the Council’s Senior Leadership Team.

# Main Responsibilities

1. Provide clear, visible strategic leadership to deliver better outcomes for children and families that will transform the area promoting prevention, early intervention and resilience to improve outcomes for local people, promote health, wellbeing and independence and reduce dependency on public services. Actively contribute to the council’s corporate leadership and management aimed at delivery of the council’s key contribution to making North East Lincolnshire a great place to live, work, invest and welcome visitors.
2. Provide strong, forward-thinking, positive leadership and management of people, other resources and partnerships in order to deliver ever-improving performance relating to the functions for which the post holder has lead portfolio responsibility, principal amongst which are:
   1. Children’s Social Care
   2. Children Looked After
   3. Fostering & Adoption
   4. Early Help
   5. Youth Offending
   6. Safeguarding Children’s Partnership
   7. Children’s Health
   8. School Improvement commissioning
   9. Support and traded services to schools
   10. SEND
   11. Children Health Provision
3. Accountable for the effective relationship management of key strategic partnerships.
4. Manage high cost, high risk issues, ensuring sufficient capacity and focus are placed on these especially where there is and organisational or reputational risk
5. Develop and ensure the effective delivery of strategies and policies to meet the needs and aspirations of people in NELC and to deliver improved outcomes.
6. Maintain and develop the effectiveness and efficiency of the services to deliver improved outcomes. Ensure resources are allocated effectively in order for performance measures and standards to be achieved and to underpin these plans with a performance management system involving all staff.
7. Overall accountability for the expenditure of the budget associated with the responsibilities and to ensure that the resources are deployed in the interests of effective service provision and within the best value regime.
8. Implement organisational change at corporate and service level, ensuring appropriate systems of performance and development, communications, quality measures, monitoring and review are in place.
9. Establish effective external working relationships with key members of the community, government and other appropriate public, voluntary or business bodies, in order to address key strategic issues facing North East Lincolnshire. This will include representing the council at regional and/or national bodies/forums.
10. Deliver both statutory and support functions for vulnerable children and children with special educational needs.
11. Ensure that service developments are properly planned, and that delivery is facilitated through the public, private and community sectors through strong and effective partnerships.
12. Represent the Council, act as an advocate and ambassador for North East Lincolnshire in all external relationships and work closely with all partners.
13. Undertake the lead role for child safeguarding in North East Lincolnshire.
14. Deliver high quality adoption, fostering and residential childcare services.
15. Ensure that forward service planning takes full account of current service take up and demographic trends and that resources are targeted at needs.
16. Ensure that the range of services provided and commissioned are accessible to the whole community.
17. Demonstrate a high commitment to customer care by ensuring regular communication, visibility and feedback to service users and front line staff, taking a lead responsibility within the Children’s Services portfolio to ensure complaints are dealt with systematically and used to drive improvement.
18. Work with both the RSC and Ofsted in supporting and challenging schools of all categories to improve and raise standards.
19. Ensure that the requirements and implications of legislation affecting Education, Social Care and Health Wellbeing are identified, interpreted, disseminated and met.
20. Manage the relationship with the ICS to ensure health resources are deployed effectively
21. Work with the Health and Wellbeing Board to provide integrated and holistic intervention and support for families in need.
22. All duties and responsibilities should be carried out in accordance with council policies and procedures, in particular Financial Regulations, Standing Orders and those on equality and diversity, health and safety and environmental sustainability.
23. This post is politically restricted in accordance with Section 2(1) (b) of the Local Government and Housing Act 1989.
24. This role profile is not intended to be either prescriptive or exhaustive; it is issued as a framework to outline the main areas of responsibility at the time of writing
25. Undertake such other duties as may be reasonably expected at this level

# Employee Specification

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| **Experience** | **Essential or Desirable** | **Measured** |
| * Extensive experience of operating in a complex major public service environment, requiring astute and high political awareness and self-assured management of uncertainty | E | A/I |
| * Extensive experience of operating successfully at a strategic and corporate management level, with a proven track record in the development of corporate objectives, polices and strategies | E | A/I |
| * Extensive experience in a children’s services senior lead role, in the development and successful implementation of key organisational strategies | E | A/I |
| * Substantial experience and familiarity of the education sector challenges and opportunities | E | A/I |
| * Experience of successfully leading complex change and improvement programmes within a public service organisation; engaging and leading at all levels and working collaboratively across the organisation to facilitate new ideas and innovation in relation to the delivery of services | E | A/I |
| * Experience of driving improvement with a firm hold on the management of risks and financial management, taking accountability for driving excellence and delivering results; with a proven ability to drive improvements to services at pace | E | A/I |
| * Experience of successful strategic and operational resource management, including the evaluation of competing priorities and the application of rigorous monitoring and control arrangements | E | A/I |
| * A proven track record of improving services within a children’s social care context. | E | A/I |
| Knowledge | **Essential or Desirable** | **Measured** |
| * Extensive knowledge and understanding of the complexities involved in delivering high quality children’s services | E | A/I |
| * Understanding of the legal, financial and political workings of local government and current best practice on tackling the kind of challenges that face local government services | E | A/I |
| * Maintain and apply an up-to-date knowledge of current thinking and developments within their professional area with an ability to maximise their contribution by having a broader outlook than their own profession | E | A |
| Skills and Abilities | **Essential or Desirable** | **Measured** |
| * A significant understanding of the legislative and policy framework relating to safeguarding children and young people, together with associated current and emerging local government issues. | E | A/I |
| * Strategic thinking with a strong corporate orientation balanced with operational responsibility and accountability | E | I |
| * Excellent communication skills, including the ability to articulate and disseminate a vision; to present clear, accurate and concise reports to a wide range of audiences reflecting political sensitivities where appropriate | E | I |
| * Highly effectively skills to performance manage and facilitate the development of people to ensure continuing service improvement | E | I |
| * High-level analytical skills, with the ability to exercise sound judgement and cultural sensitivity through seeking creative solutions to complex situations | E | I |
| * Ability to challenge, support, influence and engage peers and senior management and working successfully with elected Members | E | I |
| * Highly resilient under pressure, enthusiastic, sensitive, with good judgement and high standards of integrity | E | I |
| * Ability to work with diverse groups and recognising and understanding the importance of a workforce that represents this diversity. Committed to role modelling and promoting inclusion and equality of opportunity and making a positive social impact on the communities in which we work | E | I |
| * The ability to act as an inspirational role model across a wide range of staff, partners and stakeholders to motivate and to enable the delivery of high quality services in a complex and demanding environment | E | I |
| Training and Qualifications | **Essential or Desirable** | **Measured** |
| * Accredited by a relevant technical/professional body and / or evidenced equivalent in-depth diverse expertise | E | A |
| * Management qualification and/or extensive senior managerial experience | E | A |
| * Social Work Qualification | D | A |
| Working Arrangements |  |  |
| * Must be able to work flexibly to meet the needs of the role and organisation | E | A/I |

**Prepared by:**

**Date:**