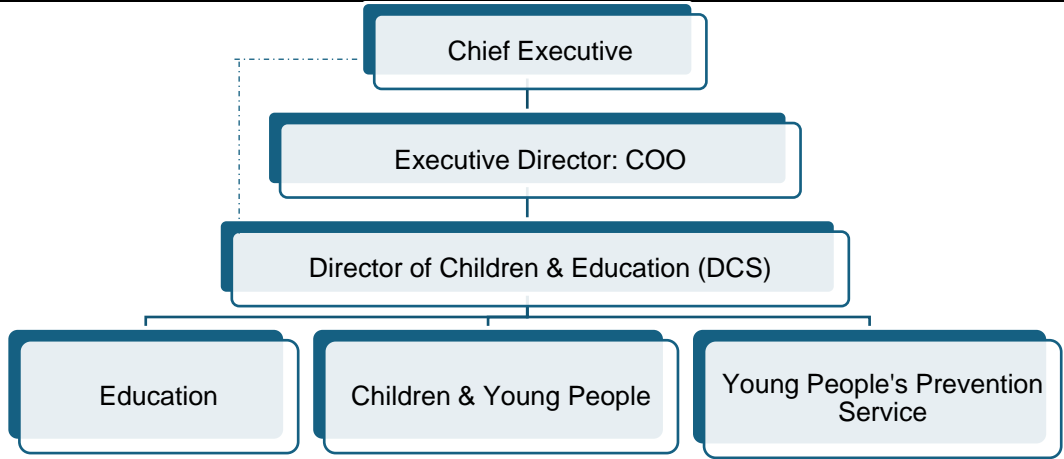


POST TITLE: Director of Children & Education (DCS)	GRADE: SNR MAN 4 PROFILE: Director II POST NO: TBC	This schedule needs to be read in conjunction with the role profile.
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SUMMARY OF PURPOSE

To secure the best possible outcomes for vulnerable children and their families through the effective and efficient operational delivery of a range of specialist and targeted preventative services for children and young people, including the key statutory children’s services such as social care, children’s centres, youth connect, youth offending service, and education inclusion.

ORGANISATION CHART AND STAFFING (to be confirmed in early 2024)	FINANCIAL DIMENSIONS
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Staffing Costs	17,385,281
Gross expenditure	220,770,632
Gross Income	(191,598,698)
Net Budget	29,171,934



Total compliment of 523 staff (347 FTE) (including casuals staff)
Cross Functional project management of staff

SERVICE PORTFOLIO

Safeguarding outcomes – Ensure that children are safeguarded by provision of services to identify and safeguard children, support children and young people in need and/or at risk of significant harm.

Care outcomes – Ensure the best outcomes for children who are or have been in care, through provision of services for children and young people in care and care leavers, including disabled children and those with learning difficulties.

Preventative – Ensure the best outcomes for CYP across the age range through the provision of a range of preventative and specialist services.

Service Development – Ensure that services are well-prepared and briefed in respect of any potential Ofsted inspections or similar, that service improvement plans are developed and implemented in response to inspection findings and other issues.

Principal Social Worker – Develop, support and monitor the quality of social work practice and ensure the views and experiences of front line practitioners are heard.

Education - To provide a strategic overview of those functions delivered through the Education Director, including functions related to maintained schools.

SPECIFIC ACCOUNTABILITIES

In accordance with Children Act 2004 requirements, the postholder is the appointed Director of Children's Services for the purposes of discharging the education and children's social services functions of B&NES.

The postholder reports directly to the CEO to ensure the effectiveness of steps taken and the organisational capacity to improve outcomes for all children and young people, ensuring council wide arrangements support this requirement. The CEO, with the post holder, will provide oversight of the strategic delivery for children's services, ensure sufficient resources are allocated for this function and have an overview of safeguarding arrangements.

On a day-to-day basis the post holder will report to the Executive Director Operations (COO), who will work with both the DCS and CEO to ensure the delivery of agreed outcomes and ensure an integrated approach to delivery, working closely with the Directors of Adult Social Care, Education and Public Health.

To oversee the fulfilment of all Statutory duties in respect of:

- children and young people receiving education and/or social care, looked after children/in custody and care leavers
- ensuring an integrated approach to children's social care and education safety, ensuring the educational, social and emotional needs of children and young people are considered together
- safeguarding children, CYP in need and/or at risk of significant harm
- young offenders
- Monitoring and tracking of YP who are NEET

To ensure Ofsted regulated services conform to all requirements and are prepared for inspections.

To lead on the Corporate Parenting and Care Leaving duties of the LA.

The Post Holder will carry out key Safeguarding functions including:

- Representation of the LA on the Child Death Overview Panel (CDOP) (or ensuring appropriate alternative representative)
- Representation of the LA in relation to the regional national agenda

The Post Holder will act as Agency Decision – Maker for the Fostering Service and Panel and the Adoption Service and Panel.

Strategic Leadership for the BCSSP, ICS/BSW, YJB, Social Care Workforce (including Childrens commissioned services as well as Council children staff) and for Quality Assurance of Education and Children's social work in commissioned services.

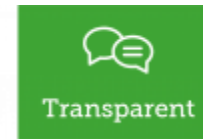
SPECIFIC QUALIFICATIONS, TRAINING, EXPERIENCE OR KNOWLEDGE REQUIRED

Recognised professional qualification and substantial continuing professional development.

Hold membership of appropriate professional body.

Evidence of experience as a senior manager of social work services with a broad background in children's services.

Qualified Social Worker.



Date: November 2023

Role Profile

Role Title	Director II
Reference Number	RP172
Cluster	Leadership

Role Purpose

As part of the Senior Leadership Team, lead services of a Directorate to achieve targeted results, priorities and statutory requirements. Accountable for delivery, effectiveness, community outcomes and/or corporate support, the role is critical to the achievement of change and performance. The focus is on driving performance within a culture of continuous improvement by translating strategy into successful service delivery.

Leads the strategy and delivery for a Directorate that represents a large and diverse portfolio, delivering very complex and diverse service for the Council within an area of high reputation.

Accountabilities

- Be an active member of the Senior Leadership Team, supporting the Corporate Leadership Team to shape and develop a high performing and inclusive Council, delivering an excellent service for the residents and communities through an ambitious, integrated and successful service/function(s).
- Lead the integrated delivery, improvement, management and performance of a diverse portfolio of Council services, commissioning and directing activity within the Council and externally as required.
- Evaluate risk and service delivery trade-offs, and make changes to established plans in order to react to significant business challenges, opportunities or threats.
- Ensure the service/function(s) uses all available resources in the most efficient and effective way that represents excellent value for money, managing Directorate budgets and ensuring services are continuously improved to see if they can be delivered in a more cost effective and streamlined way.
- Work with the other Directorates to remove barriers and enable staff to be creative and innovative, and work with stakeholders across Directorate and organisational boundaries to co-design inclusive and joined-up services that are efficient, effective and meet the requirements of residents and communities.

- Inspire, motivate and develop service/functional leaders and staff, to create an empowering, collaborative, modern and learning culture that enables staff to perform at their best and therefore both deliver excellent services to residents as well as retain and attract the best talent for the Council.
- Align own area of the Council with corporate objectives, developing annual plans and ensuring resources (staff, resources, assets) necessary to achieve objectives against priorities with appropriate consideration for medium-term requirements.
- Lead considerable change and transformation across services, while ensuring continuity in performance, value for money and statutory obligations.
- Identify developments in the sector and region in order to take advantage of changes in the longer term within broad area of responsibility.
- Negotiate and collaborate with residents, communities, Members, other Council Directorates, and external stakeholders to develop joined up solutions that effectively serve Bath and North East Somerset and its residents.
- Act as a Place and community Leader, creating an environment in which the Council can jointly design, commission (if required), and deliver outcomes with partners, by unlocking barriers and monitoring the success of these partnerships.
- Work with the Cabinet and the relevant Member portfolio holder as the Council's expert within a wide and highly complex service area, to provide advice, guidance, clarity and insight into functional delivery and performance.
- Promote all Health, Safety and Wellbeing issues, ensuring management responsibilities designated in the HSWB policy are fulfilled.

Knowledge / Skills / Experience required

- Experienced and effective professional, with a breadth of understanding and demonstrable experience in leading a portfolio of services.
- Degree and post graduate qualifications in relevant disciplines, and/or leadership and management qualifications.
- Holds appropriate membership to professional body (if required).
- In-depth understanding of regulations/legislation and best practice within their area of specialism and the wider sector. Understanding of national and local government developments, policy, and emerging trends.
- Experience of leading a large directorate within a complex and diverse organisation, and leading constant change and transformation, establishing a mandate for change and inspiring the workforce to improve.
- Significant experience of leading diverse and multifaceted teams at a senior level, bringing activities together to achieve an aligned objective.
- Experience of working with key stakeholders including other public bodies and government.

- Experience of delivering large-scale change and innovation.
- Excellent commercial acumen and financial management skills.
- Ability to use deep personal understanding of the agendas or motivations of others in order to keep them positively engaged, building behind the scenes support for ideas and initiatives.
- Ability to recognise and make use of alliances/relationships in order to gain support for the Council vision and its implementation.
- Excellent knowledge of the impact of underlying demographic, social or political drivers, and understands the formal and informal politics at the regional and national level and what this means for the Council.
- Evidence of cultivating a high performance, cost effective culture, which delivers outstanding outcomes, through a variety of mechanisms, including structure, working methods, contracts, etc.

Dimensions of role

- The role will be leading a large and complex Directorate for the Council, developing a vision and leading strategy.
- Significant financial oversight as part of the role, typically managing an annual budget of £50m - £100m.
- Planning will be over a multi-year horizon.

Date	22/08/2023
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