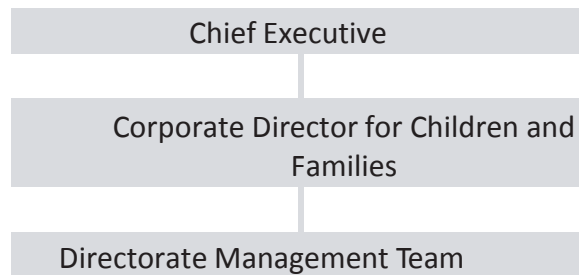


Job description

Post Title	Corporate Director for Children and Families
Grade	Director 1
Directorate	Children and Families

Reporting line:



Directorate Purpose:

The directorate has responsibility for championing the interests of children and young people across all Council services and with all partners to deliver, in conjunction with the other directorates, the Council's Vision of "a flourishing future forged from a proud past".

Job Purpose:

The Corporate Director's role is to:

- Contribute to the leadership of the whole council team as part of the Executive Management Team.
- Work with colleagues and the political leadership of the Council to deliver the Council's corporate vision, values and priorities, and develop delivery plans to turn the vision into reality.
- Carry out the statutory role of the Director of Children's Services for the purposes of discharging the education and children's social services functions of the council, keeping all children safe from harm and neglect, with professional responsibility for the leadership, strategy and effectiveness of these services.
- To act as the corporate champion and critical friend in relation to safeguarding across the council as a whole and to challenge policy and processes to safeguard people of all ages.
- Lead, manage, inspire and develop the Children and Families team to deliver on those priorities, with a particular focus on the council priority of "A brighter future for our children".

- To live and promote the Council’s values of:
 - Keeping communities at our heart
 - Bold and ambitious
 - Caring and respectful
 - Delivering our best
- Act as an ambassador for the Borough and the council, working with partners across the region to further the reputation of the borough and the effective delivery of key priorities.
- Fully participate in the work of the Tees Valley region, leading on regional priorities and chairing regional working groups.
- Fully own and promote the development of a one-team, positive organisational culture across the council
- Advise and support the Cabinet and all elected members in the delivery of their roles.

Relationships: The Director will need to build and maintain excellent relationships both internally and externally with a range of stakeholders. Internally, key relationships will be the Council’s Cabinet, Leader, and the relevant Lead Members for the purposes of strategy, policy and local accountability.

Accountable to: The Chief Executive, working closely with Executive Management Team colleagues to deliver high quality, joined–up services.

Accountable for: All management and staff within the Directorate.

General: The Director will develop and maintain strong working relationships with national, regional and local organisations to optimise outcomes for children and families in our borough.

Key duties and responsibilities:

1. Strategy/Policy

- a. Contribute to the delivery of the Council’s Corporate Plan, “Our Flourishing Future”, and plans to help deliver the council’s aims and key priorities.
- b. Lead work with partner agencies to establish strategic priorities, and ensure that the Council is positioned appropriately to take best advantage of opportunities arising from these priorities and external relationships.

2. Leadership & Culture

- a. Inspire all the resources within the Directorate and within the influence of the Directorate, contribute to and deliver an inspirational and innovative Corporate Plan, in relation to children’s and families’ services.



- b.** Contribute proactively at the regional and national level to shape and influence the direction of strategy to improve prospects for children and families within the borough.
- d.** Promote Redcar and Cleveland's best practice and learn from others.
- e.** Proactively support the Council and the Chief Executive in the corporate leadership of the Council to lead, plan and deliver the Council's priorities.
- f.** Achieve an organisational culture that is consistent with the Council's single organisation approach, ensuring that employees are motivated and driven to achieve for the people and communities of the Borough, drawing on their skills, creativity, passion and commitment in a collaborative, positive and innovative environment.

3. Services

- a.** Develop and implement a service plan for the Directorate that delivers excellent services and improves quality across the Directorate, in line with the Corporate Plan.
- b.** Develop strong partnership arrangements to support the Council and Directorate in achieving the best possible outcomes for the Borough.
- c.** Promote the provision of effective services for the children and families of Redcar and Cleveland, ensuring that they are kept safe and their life opportunities are maximised.

4. Organisational Performance

- a.** Ensure organisational planning, monitoring and reviewing is consistent with the Corporate Plan and drives improvements in the quality and efficiency of service provision.
- b.** Create and implement a framework for high performance working in the Directorate that drives continuous improvement in efficiency, quality and standards.
- c.** Develop strong working relationships with external regulators, auditors and inspectorates to ensure that the requirements of external assessment frameworks are exceeded.

5. Financial Management

- a.** Ensure that the Directorate's budget planning, expenditure and monitoring is in accordance with the Council's standards and that financial resources are used to achieve high quality, effective and efficient services providing value for money.
- b.** Maximise the identification and accessing of external resources to deliver effective services.

6. People Management

- a.** Recruit, manage and develop employees, ensuring their well-being at work in order to deliver services to the highest standards in a changing and challenging environment.
- b.** Draw on the skills and expertise of staff across the organisation, working alongside other Directors, to corral the best possible support for the effective delivery of our growth and environmental ambitions.
- c.** Create and implement a robust communication framework, that ensures all staff within the directorate are kept well informed of key Council decisions and ensures effective day to day communication channels within the directorate.

7. Partnership Working

- a. Put in place and maintain efficient and effective partnership arrangements across all sectors and across Tees Valley and beyond.
- b. Develop and implement effective communication and engagement plans with stakeholders and partnership agencies to engender high level of understanding of roles for the delivery of high quality services.
- c. Develop and implement systems which help partners in the development of strategy and plans and work to the benefit of our children and families.

8. Statutory Responsibilities

- a. To act as the Director of Children's Services and ensure that all statutory responsibilities contained in all relevant legislation are met, delivering successful outcomes for the benefit of regeneration activities.

General/Corporate Responsibilities:

1. To undertake such duties as may be commensurate with the seniority of the post
2. To ensure that the Council's corporate Health & Safety policy is followed and training is undertaken in all pertinent health and safety procedures
3. To partake in the Council's and Directorate's staff training and development policies
4. To treat all information gathered for the Council and Directorate, either electronically or manually, in a confidential manner
5. To demonstrate a commitment to the principles of equal rights both in relation to employee issues and service delivery, and adhere to the policies of the Council in the performance of your duties
6. To be responsible for identifying and managing all risks associated with the job role through effective application of internal controls and risk assessments to support the achievement of Corporate and Service objectives
7. To ensure the highest standards of customer care are met at all times.
8. To ensure the principles of Best Value in service delivery are fundamental in all aspects of involvement with internal and external customers.
9. To participate in the Council's system of performance appraisal.
10. To ensure that the highest standards of data quality are achieved and maintained for the collection, management and use of data.

Last Updated: April 2019



this is Redcar & Cleveland

Person Specification

JOB TITLE	GRADE	DIRECTORATE
Corporate Director for Children and Families	Director 1	Children and Families

NOTE TO APPLICANTS

Whilst all points on the specification are important, those listed in the essential column are the key requirements. You should pay particular attention to those points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

CRITERIA	NECESSARY REQUIREMENTS		* M.O.A.
	Essential	Desirable	
EXPERIENCE	<ul style="list-style-type: none"> o Proven record of successful strategic leadership, the direct management and development of professional staff and the establishment and implementation of effective performance management processes in service areas relevant to the role. o Proven record of participation in corporate management and the development of corporate objectives, policies and strategies in an organisation of comparable size and complexity. o Significant experience of developing and maintaining strategic partnerships with an emphasis on multi-agency working. o Experience of success in the initiation and management of change within a large and complex organisation. o A record of successfully managing substantial budgets, with an emphasis on promoting cost efficiencies and value for money. • Evidence of success in promoting equality and diversity both internally and with service users. 		A I R

SKILLS AND ABILITIES	<ul style="list-style-type: none"> o Strong leadership and motivational skills o Able to develop, communicate, persuade and gain ownership in the creation of a clear vision and direction o Ability to think, plan and act strategically and corporately with high levels of creativity and innovation o Ability to provide professional advice to EMT colleagues and Members o Highly developed networking and advocacy skills and the ability to apply these to a variety of audiences o Ability to be an enthusiastic and effective ambassador for the Council, its stakeholders and partners o Excellent written and oral communication skills 		AC I R
EDUCATION/ QUALIFICATIONS/ KNOWLEDGE	<ul style="list-style-type: none"> o Degree level or equivalent • Relevant professional qualification related to education and/or social work o Knowledge and a significant understanding of children’s services and key issues relevant to the portfolio of service responsibility • A clear understanding of the workings of local government including its legal, financial, political and social contexts and processes 		C I
OTHER REQUIREMENTS	<ul style="list-style-type: none"> o Flexible approach to work by responding to the needs of the services including, at times, requirements to work beyond normal working hours o Highly motivated o Evidence of own personal development o Strong team player, committed to an ethos of continuous improvement 		I R
CRITERIA	NECESSARY REQUIREMENTS		* M.O.A.
	Essential	Desirable	
COMMITMENT TO EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> o Commitment to equal opportunities o Knowledge of equality and diversity in terms of best practice and current trends in legislation 		A I
COMMITMENT TO SERVICE DELIVERY/ CUSTOMER CARE	<ul style="list-style-type: none"> o Evidence of providing a customer focused service and the ability to recognise the needs of different service users o Provide evidence of linking day to day duties to performance management framework 		I R

METHOD OF ASSESSMENT: (*M.O.A.)

A = APPLICATION FORM C = CERTIFICATE E = EXERCISE I = INTERVIEW P = PRESENTATION
T = TEST AC = ASSESSMENT CENTRE R = REFERENCES