

Job Description

Director of Children's Services

Bournemouth, Christchurch and Poole Council

Salary range	£120k to £140k
Directorate	Children's Services
Reports to	Chief Executive
Responsible for	Service Directors, Heads of Service
Number of posts	1

To improve the quality of life for residents by providing outstanding strategic and organisational leadership to ensure that the needs of children, young people and their families are understood, and the Council strives towards positive outcomes for all.

Job Overview

Key Responsibilities

- Statutory function for the Director of Children's Services (DCS) and Caldicott Guardian
- Engage the Executive Leadership Team and elected Members to support the creation of a meaningful vision and strategy that translates into operational reality, championing horizontal and vertical collaboration across the Council
- Provide dynamic and inspirational leadership to the directorate, role modelling a high performing, supportive culture to managers that can be embedded at all levels
- Ensure the balanced delivery of the directorate budget
- To develop and implement effective policy and strategy on all matters relating to Children's Services
- To provide leadership and to co-ordinate the combined efforts of services to deliver improved educational outcomes and secure effective social care support, safeguarding and protection services through multi-agency delivery
- Lead pupil place planning and the capital programme to support the delivery of plans in cooperation with schools
- Provide leadership and work closely with schools around the dedicated schools grant
- To be accountable for education and improvement outcomes in maintained schools
- Be responsible for the statutory functions set out in Section 18 of the Children Act, 2004
- Act as the office holder under the Safeguarding Vulnerable Groups Act of 2006
- Work closely with the Lead Member for Children's Services to provide a clear and unambiguous line of local accountability for Children's Services, exchange information and views and be open to challenge, in order to fulfil statutory responsibilities effectively
- Develop and deliver strategic direction for the Council's Children's Services ensuring all offered services contribute to improving outcomes for children and young people and meet legal and statutory obligations
- To promote the interests of children, young people and families across the full range of local public services, including planning, housing, transport and leisure
- Maintain a strategic overview of all education issues, including the sufficiency of school and early years' places, the effectiveness of schools and settings and the outcomes achieved
- To be accountable for education and improvement outcomes in maintained schools

This job description is not exhaustive and reflects the type and range of tasks, responsibilities and outcomes associated with this post.

- Lead the development of shared priorities, governance arrangements and performance standards with multi-agency partners to deliver citizen-focused, integrated services for children, families and young people across the areas of: looked after children; safeguarding; school improvement; learning and development; SEN and disabilities; alternative education provision; targeted youth support; early help and intervention for vulnerable children and young people
- Be responsible for safeguarding, Cabinet Member liaison and attending multi-agency groups such as the Children's Trust Board
- Act as the lead on child protection, looked after children and other vulnerable children, young people and families
- Lead officer for OFSTED
- Lead the arrangements across the Council to hear the Voice of the Child to inform the development of thought-out, customer centric services
- Develop world-leading relationships with a range of stakeholders including business, government agencies, community, local authorities, universities and community planning partners at both a local, national and international level
- Demonstrate a forward-thinking and commercial focus, which delivers the provision of essential services through a model that reduces cost and creates income generation opportunities
- Translate the plethora of future strategic demands into tangible and measurable policies, projects and programmes that add value
- Lead a culture of continuous improvement within the directorate that encourages creativity and innovation
- Champion individual and collective learning and development opportunities, enriching the development of the directorate workforce to maximise engagement and productivity
- Promote and celebrate the diversity represented in BCP and ensure that this is central to service delivery in terms of policy development and implementation and also to the style and culture of the organisation as a provider and employer
- Drive the digital agenda for the council creating new customer-centric operating models using the newest available technology to achieve greater efficiency
- To participate in the Council's Duty Gold on-call rota, providing resilience and major incident response leadership when required, and to undertake appropriate training as set out in the emergency response plan and ensure these skills are kept up to date
- To ensure appropriate business continuity plans and emergency response procedures are in place for the directorate

Specific Qualifications and Experience

- Evidence of continuing professional development to demonstrate up-to-date knowledge and understanding of the legislation pertaining to the wider field of Children's Services
- In-depth experience at a senior managerial level of successfully managing significant Children Services initiatives with a detailed understanding of the role of Children's Services and experience of programmes targeted at disadvantaged groups
- Experience leading successful change programmes that focus on improved service delivery to end users and increased value for money
- Significant experience working in Children Social Services
- Significant experience in the preparation and presentation of complex social care strategy and policy documents and reports
- Experience of developing successful cross-sector and or multi-disciplined partnerships working both as a contributor and in a leadership role

Personal Qualities & Attributes

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- Demonstrates a broad and sophisticated repertoire of leadership behaviours underpinned by strong ethics and personal values
- Ability to operate at both an operational and strategic level and understand the difference
- Maintains good self-awareness through personal reflection, analysis of performance and by regularly seeking feedback from others
- Able to generate support and loyalty at all levels, winning hearts and minds and overcoming barriers
- Innovative, flexible and a champion of change
- Resilient, courageous and tenacious in seeing things through
- Maintains good work/life balance and a lifestyle that supports effective performance and resilience levels

Job Requirements

- Must hold a valid UK driving licence and have access to either their own car or a pool car to undertake the duties of the role

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