

# Role Profile – Leadership Tier 2

## Director of Children’s Services

### Bournemouth, Christchurch and Poole Council

## Competencies

<b>Managing, Leading and Developing Others</b>	<p>Experienced leader with an extensive track record in a complex, multifunctional public or voluntary sector organisation.</p> <p>Set expectations for the continual professional development of the workforce to achieve service aims and ensure statutory and best practice outcomes are achieved.</p> <p>Empower people managers by setting out clear vision and direction that supports decision making and accountability.</p> <p>Visibly engage with, inspire and develop the workforce to deliver the best outcomes for customers regardless of organisational boundaries and support the collaboration and integration of services across the Council.</p> <p>Role model enthusiasm and commitment to delivering excellent services, which have considered the diverse needs of customers.</p> <p>Embed a culture of continuous improvement and effective problem solving across the organisation. Effectively engage people managers and their teams through change programmes.</p>
<b>Knowledge and Skills</b>	<p>Degree and postgraduate management qualification / MBA (or equivalent experience), supplemented with relevant continuous professional development.</p> <p>Deep, specialist knowledge and skills across several specialist service areas gained through experience in several complex and demanding roles, including broader commercial awareness.</p> <p>Proven experience in working effectively as part of a senior leadership team.</p> <p>Experience of developing innovative approaches to financial or funding issues, underpinned by an extensive understanding of financial analysis, large scale budget management and forecasting.</p> <p>Intricate understanding of the workings of local government or working in a political environment at a senior level, with experience of implementing political priorities.</p> <p>Successfully demonstrate ability to put together a comprehensive service strategy.</p> <p>Proven experience in successfully leading the delivery of outcomes and transformation in a large complex organisation.</p> <p>Broad knowledge of the public sector approach to commissioning.</p> <p>Experience of championing horizontal and vertical collaboration across an organisation.</p>
<b>Creativity and Innovation</b>	<p>Take advantage of challenge, pressure and opportunity to transform the efficiency and effectiveness of the Council and embed an adaptive culture in an environment that needs to make effective use of limited resources.</p>

	<p>Celebrate success but have the humility to give away credit to enable strong partnerships.</p> <p>Work in partnership with external stakeholders and partners to support the delivery of best in class services and develop new commercial opportunities.</p> <p>Encourage, recognise and celebrate creativity and innovation across the workforce.</p> <p>Shape the strategic direction of the Council to ensure that it is best in class and aligned to future needs.</p>
<b>Relationships</b>	<p>Work with Cabinet to develop strategic policy direction, which both delivers their priorities and ensures that the Council complies with all relevant legislation and statutory requirements within an acceptable level of risk.</p> <p>Achieve a high level of credibility to provide others with confidence in making well informed decisions.</p> <p>Analyse complex information quickly, reaching and articulating decisions with clarity, to deliver solutions that command support.</p> <p>Work strategically in a complex system and build partnerships to influence and facilitate system wide change across the whole public sector.</p> <p>Work positively to develop and maintain open working relationships with councillors of all political parties.</p>
<b>Decision making</b>	<p>Real understanding of local demographics – advise and take decisions based on deep knowledge of the local population and their needs.</p> <p>Make evidence-based and outcomes-focused decisions that will have a major impact on Council policy and activity, using proactive risk management to ensure the quality of the service is maintained.</p>
<b>Work Demands</b>	<p>Lead by example by effectively managing people, projects, budgets and activities in a large-scale and complex political environment.</p> <p>Manage conflicting priorities and ensure that realistic objectives are set for the workforce to achieve success.</p> <p>Personal resilience and ability to manage competing priorities.</p>