

**Manchester City Council
Role Profile (draft)**

**Strategic Director, Children's and Education Services
Children's and Education Directorate
Reports to: Chief Executive**

Band SS5 (Strategic Management Team)

Role context

Directly accountable to the Chief Executive for the statutory functions of the Director of Children's Services as defined by Section 18 of the Children Act 2004 and ensuring effective partnership working with key stakeholders within the Safeguarding Boards.

The Directorate consists of a wider range of teams and services that addresses and supports the needs of all children and young people in Manchester to ensure they are Safe, Happy, Healthy and Successful.

The Services that sit within the Children's and Education Directorate are

- Children's Social Work
- Fostering
- Cared For Children
- Leaving Care
- Family Contact
- Residential Services
- Youth Justice
- Early Years
- Early Help
- Complex Safeguarding
- Safeguarding Improvement
- Access and Sufficiency provision
- Schools Quality Assurance
- Commissioning

Overall purpose of the role

This role is part of Manchester City Council's Strategic Management Team, which provides overall strategic leadership to the organisation. This post will have overall responsibility and accountability for a directorate comprising a group of services which work to deliver on the Council and City's priorities. They will also take a lead role, acting as a driving force behind wider strategic organisational objectives.

The role holder will direct and lead cross boundary working to provide, commission and assure the most effective and efficient world-class services and the best outcomes possible for Manchester's residents and partners, and ensure that the City plays a full part in national, regional and sub regional activities.

The role holder will drive coordinated working and strategic thinking with partner organisations and on a national level to ensure that Manchester delivers our key political, organisational and strategic priorities.

The role holder will provide leadership, vision and strategic direction in corporate policy development and delivering organisational change and will be a key driving force in the implementation of Public Service Reform.

Key responsibilities

Directly accountable to the Chief Executive for the statutory functions of the Director of Children's Services and ensuring effective partnership working with key stakeholders within the Safeguarding Boards.

Ensure that safeguarding of children remains a clear corporate priority and continues to be embedded into all aspects of service delivery within the service and across the organisation.

Deliver transformational change driving forward sufficient and sustained improvement of services to ensure children and families in our city live as part of self sustaining communities supported by excellent universal services.

Integrate services and new delivery models across the City to reduce complex dependency and safely reduce the number of looked after children.

Effectively engage all relevant partners and stakeholders across the public sector to integrate services around the needs of children and families, to ensure that identified priorities and cross cutting strategic objectives are successfully achieved.

Strategic oversight of the integration of a streamlined customer journey ensuring that the first point of contact results in a coordinated response, delivering evidence based sequenced interventions.

Overall accountability for the delivery of strategic integrated delivery on sub-regional and national levels alongside partner organisations to provide a holistic approach for services targeted towards Manchester's children.

Key Role Descriptors:

This role is part of Manchester City Council's Strategic Management Team, which provides overall leadership to the organisation. This post will have responsibility and accountability for a directorate comprising a group of services which work to deliver Council and citywide priorities.

The role holder will direct and lead cross-boundary working to deliver the most effective and efficient world-class services and the best outcomes possible for Manchester's communities and partners, and ensure that the City plays a full part in national, regional and sub regional activities.

The role holder will drive coordinated working and strategic thinking with partner organisations and on a national level to ensure that Manchester delivers our key political, organisational and strategic priorities.

The role holder will provide leadership, vision and strategic direction in corporate policy development and delivering organisational change, and will be a key driving force in the implementation of Public Service Reform.

Shows passion for Manchester throughout their work and in their behaviour, championing Manchester in everything they do.

Act as lead accountable officer for the relevant statutory area ensuring statutory regulations are upheld to safeguard the organisation and the population of Manchester.

Foster commitment, talent and fresh thinking, challenging yourself and others and take responsibility for their own development and promoting continuous learning to enhance the professional development of employees.

Through personal example, open commitment and clear action, ensure diversity is positively valued, resulting in equal access and treatment in employment, service delivery and communications.

Where the roleholder is disabled every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the role. If, however, a certain task proves to be unachievable, job redesign will be given full consideration.

Behaviours, skills, and technical requirements

Our Manchester Behaviours

- We work together and trust each other
- We're proud and passionate about Manchester
- We take time to listen and understand
- We 'own it' and aren't afraid to try new things.
- We show that we value our differences and treat people fairly

Generic Skills

- **Partnership and collaborative working:** Strong, visible and positive leadership with a proven ability to build and maintain strong networks of support both internally and externally and to forge effective partnerships with external agencies, voluntary and statutory, and key stakeholders for the continuous improvement of services. The ability to harness the full commitment and responsibility of all key stakeholders in delivering the vision of excellence for the city is critical to success.
- **Communication and Influence:** Excellent communication, both oral and written. A skilled communicator in terms of the political/officer interface. Shows integrity, creates rapport, trust and confidence. The role demands ability to sell ideas and concepts, articulate shared visions across a range of stakeholders and to negotiate effectively to achieve successful outcomes.
- **Strategic Thinking:** Demonstrates a high level of political awareness and links strategies for continuous improvement with the drive to achieve national, corporate and departmental standards and goals. A dynamic and forward thinking individual in terms of leadership.
- **Strategic Planning:** Strong evidence of successfully leading and managing the implementation and delivery of strategies and programmes which cross agency and service boundaries. Clear evidence of effective, outcome-focused strategic planning.
- **Financial Management:** Strategic awareness of the financial structure of the Council and the implications of decisions on the delivery of value for money for tax payers.

Technical requirements (Role Specific)

- Requirement for a strong understanding of the national policy context for local government, including understanding of the principles of public service reform.
- Significant experience of successful senior strategic direct line management in a Local Authority and/or Social care environment
- Significant experience of effectively discharging the statutory duties of the Director of Children's Services and ability to work in partnership with the statutory Director of Adult Services.
- Comprehensive understanding of the structural, legislative and policy context within which the service operates and the strategic issues facing the authority.

- Experience of commissioning, service delivery and safeguarding in the context of delivering a high quality service to residents.
- Willingness to apply for an enhanced DBS (Disclosure and Barring Service) check