

**Manchester City Council
Role Profile**

**Assistant Director (Early Intervention and Prevention), Grade SS3
Children's Social Care, Directorate for Children's and Education
Report to: Deputy Director Children's Social Care**

Overall Purpose of the Role:

Provide strategic leadership for early intervention and prevention whilst also holding a broad improvement portfolio associated with directorate and council strategic priorities. These functions play a significant contribution to the Council's strategic objectives for children in line with the Our Manchester strategy and the children's services plan.

Innovation and improvement are key priorities, and the post holder will have lead responsibility for the development and implementation of Best Start for Life/Family Hubs, for Family Safeguarding and new initiatives to ensure children and young people are safe, happy, healthy, and successful.

Strategic citywide responsibilities which will include the following services:

- Early Help Service
- Early Years' Service
- Innovation and Integration

Key Responsibilities

Lead and manage multi-faceted children's early intervention and prevention services ensuring the needs of babies, children and families are met and good outcomes are achieved.

Lead on the strategic development of multi-disciplinary working to ensure the best Start for Life/Family Hubs and Supporting Families Programme are delivered and achieve improved outcomes.

Key member of the Children and Education Leadership team; developing, and communicating a coherent vision, standards, and expectations in relation to early intervention, prevention, and integrated working.

Implement new ways of working through innovation which focus on integrated working to improve outcomes for Manchester communities and drive continuous improvement in the delivery of services, and the professional development of employees.

Lead in the planning, delivery, and monitoring of support to children and families, engaging with partner agencies to deliver high quality and safe services.

Provide high-quality leadership and direction setting, delivering on service priorities by identifying and securing quality services to children, commitment of stakeholders to partnership working utilising strategic planning and thinking, local knowledge and influence to deliver on priorities.

Accountable for the strategic management, performance against national and local indicators, as well as the development of staff and professional practice within their service area and in line within regulators expectations.

The post holder will lead and influence the integration of service delivery with the health economy, adults' services and voluntary and community sector ensuring effective integration, excellent working relationships and developing a culture to improve service delivery.

The role holder is required to manage, deploy and co-ordinate all resources, human and financial, in a well-planned and controlled manner, ensuring that service requirements and resource levels are fully identified managed within budget with the appropriate level of accountability across the local management team.

Ensure effective communication through high quality reports, informal briefings and presentations to City Council Committees, Elected Members, MPs and organisations from the public, private and voluntary sectors where required.

Lead the development of innovative commissioning and service delivery strategies in relation to early intervention and prevention , considering best practice and the needs of local communities which deliver the vision for growth, people, and place within available resources.

Foster commitment, talent, and fresh thinking, challenging yourself and others and take responsibility for their own development and promoting continuous learning.

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

Generic Skills

- **Communication skills:** Strong, visible, positive leadership and team working skills with a proven ability to forge partnerships and build positive working relationships and negotiate with and influence key Council decision makers and other stakeholders.
- **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.
- **Planning and organising:** Business planning skills with ability to manage change and make long term plans which impact on the whole service or the wider Council.
- **Problem Solving and Decision Making:** Ability to react to immediate problems of a highly complex nature with associated risk factors and deliver pragmatic solutions sometimes under extreme pressure.
- **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.
- **People Management:** Ability to lead from the front and exert positive influence over the performance of others, promoting others' self-esteem, inspiring trust and fostering confidence in others' ability to achieve high standards

Technical requirements (Role Specific)

- Extensive experience of working within an early intervention setting, including management of teams and setting of strategic objectives.
- Extensive senior management and leadership experience and must be educated to higher diploma/degree level.
- In-depth knowledge and understanding of the structural, legislative and policy context within which the service operates and the strategic issues facing the authority (including public sector reform and large-scale change).
- Understanding complexity of need.
- Willingness to apply for an enhanced DBS check.