

JOB DESCRIPTION

Job title:	Director: Children and Families
Grade:	D2
Managed by:	Executive Director: Children and Education
Responsible for:	Allocated Heads of Service
Accountable for:	<ul style="list-style-type: none"> • Disabled Children’s Services • Children’s Centres and Hubs • First Assessment Teams • Children in Care • Fostering and Adoption • Children’s Social Cre and Safeguarding • Youth Offending Team • Troubled Families • Early Intervention • Targeted Services • Children’s Commissioning • Safer City

Purpose of the job

This is a senior leadership role and as such the purpose, accountability and outcomes can change in accordance with organisational requirements.

- To support the Executive Director in delivering an operational strategy that meets the future needs of the city, working in collaboration with external agencies and partners to achieve an inclusive economy and a vibrant community in which opportunity and success is shared.
- To work collaboratively with peers on all strategic matters in relation to the corporate plan outcomes to deliver the strategy, encouraging a collaborative organisational culture focused upon improvement, high performance and quality assurance.
- To lead a diverse range of services to achieve successful outcomes for the city and the council, inspiring others to give of their best.

Job-specific outcomes / accountabilities

- Lead the development and transformation of children's services through building a high performing senior team who will provide credible leadership and maintain a professional and performance focussed workforce that is committed to achieving successful outcomes for children and families.
- Provide effective social work leadership across Children's and Families, to achieve and maintain high standards of practice, champion and lead a strengths-based social work practice culture and ensure a highly motivated, committed and stable workforce.
- Ensure the safeguarding of the at-risk population so that individuals are protected from harm and abuse in all settings, including residential care settings.
- Lead Early Help and Front Door Services to vulnerable children and young people which are preventative and effective.
- Lead the delivery of an integrated whole-system approach to supporting children, families and communities.
- Ensure strong quality assurance frameworks and practice are in place which effectively monitor the quality of systems and delivery of services. Also, ensure the statutory LADO role for the city is in place.
- To ensure that the financial spend does not exceed the approved budget for Children and Families services.
- Enable a high performing service within a Quality Assurance Framework to provide good outcomes for children.

Core job outcomes/accountabilities

- Work collaboratively with Executive Directors and Directors in the development and delivery of the council's strategic objectives.
- Work with the Mayor, Cabinet, elected members and other managers in the achievement of business plans.
- Lead on strategy development, policy planning and policy formulation within the professional disciplines covered by this role.
- Provide strong and inspirational "one council" leadership, promoting a culture of high performance, continuous improvement, innovation and customer focus.
- Be responsible for significant delegated financial budgets and resources ensuring they are allocated effectively for the delivery of high quality services, in a manner that demonstrates value for money and compliance with relevant policies and guidelines.
- Develop long-term, mutually-beneficial relationships with key partners to successfully deliver the key outcomes of the One City Plan.
- Enable a high-performing, diverse, inclusive and engaged workforce to deliver the council's strategic plans. Support and challenge others in developing, sourcing and deploying talent whilst promoting health and safety and employee wellbeing.
- Lead and embed a team and individual performance management approach that underpins effective operational performance.
- Lead and demonstrate personal commitment to an inclusive and respectful culture in which colleagues act with integrity at all times.
- Ensure that the council operates within constitutional, legal and regulatory requirements.
- Act as a positive ambassador for Bristol and the council, promoting an excellent reputation locally, regionally and nationally.

Corporate accountabilities

Leadership qualities

These are the attributes that we most need from our leaders in order to achieve our vision. Leadership Qualities identify how I go about the work of a leader:

- Integrity
- Connected
- Empowering
- Visionary

Leadership behaviours

These set expectations of how managers lead their teams and service and are for senior leaders to adopt and role model:

- Solving problems effectively
- Operating with a strong results orientation
- Supporting others
- Seeking different perspectives

Organisational values

Role model and live the values in everything you do and celebrate successes through others:

- Ownership – we take personal accountability
- Collaborate – we come together to find the answers
- Dedicated – we strive to make a difference
- Respect – we value everyone
- Curious – we ask questions and explore possibilities

Volunteering

To volunteer three days per year to support a local initiative that contributes to improved outcomes for Bristol as a city and its residents.

PERSON SPECIFICATION

Essential
<ul style="list-style-type: none"> • Experience of work in a senior role in social care in a similar organisation.
<ul style="list-style-type: none"> • Substantial experience in managing complex multi-agency environments.
<ul style="list-style-type: none"> • Have expert knowledge and understanding of legislative frameworks appropriate to children’s social care and the ability to work within a complex policy and political environment.
<ul style="list-style-type: none"> • Relevant professional qualification in social care and management/advanced practice qualification to support knowledge and experience.
<ul style="list-style-type: none"> • Proven track record of consistent and demonstrable leadership and improvement at a service level within an organisation of a comparable scope and complexity.
<ul style="list-style-type: none"> • Highly visible and inspirational leadership skills with experience of operating at a senior leadership level with stakeholders, and of inspiring colleagues to give of their best.
<ul style="list-style-type: none"> • Demonstrable experience of strategy development, planning and policy formulation within the professional disciplines covered by this role.
<ul style="list-style-type: none"> • Ability to build and develop strategic relationships, influencing and negotiating with a wide range of stakeholders and partners to achieve outcomes.
<ul style="list-style-type: none"> • Experience of leading diverse activities across multiple service areas within budgets to meet agreed targets and strategic objectives.
<ul style="list-style-type: none"> • Knowledge and understanding of the challenges that cities like Bristol and the wider public sector face alongside the policy and governance requirements across the function.
<ul style="list-style-type: none"> • Experience of developing and sustaining a culture that meets the needs of and engages with customers and staff within an inclusive, open and high-performing environment.

- Demonstrable track record of leading, motivating and managing teams to achieve high-performing, significant and sustainable service improvements and outstanding results through internal and external partnerships.
- Demonstrate the capability and capacity for critical thinking and ability to apply this insight in a practical and engaging manner.
- Demonstrable evidence of applying creative and business-like approaches to managing demand for services to deliver cost-effective and efficient outcomes.