

# Cheshire West & Chester Council

## Executive Director, Children's Services

### SALARY

Up to £146,624 per annum

### RESPONSIBLE TO

Chief Executive

### CORE PURPOSE

To lead, inspire and energise everybody to make a positive difference to people's lives.

The Executive Director of Children's Services will provide strategic leadership across Children's Services, and the wider Health & Wellbeing Directorate. Holding the statutory role of Director of Children's Services, the successful applicant will be working collaboratively with key partners and the sub-region, playing a key role in delivering the vision of Children's Services; and in conjunction with the wider Extended Management Board, helping to deliver the wider Council's vision.

In line with statutory responsibilities, the role will lead, manage and develop services for children, young people and families, ensuring that the Council meets its statutory responsibilities and provides a coherent and responsive approach to identifying and meeting local needs.

The Executive Director of Children's Services will embody our THRIVE values. Working as part of the Council's Senior Leadership team, they will implement a 'One Council' approach to ensure priorities are achieved in collaboration with colleagues, members, and partners.



#### PERSONAL GROWTH

Access learning and development opportunities



#### WORKING REWARDS

Discounts in shops, hotel, restaurants, motoring and health



#### FAMILY FRIENDLY LEAVE

Flexitime, volunteering and family friendly leave



#### FLEXIBLE WORKING

Flexible working arrangements ensure you can achieve a healthy work life balance



#### GENEROUS ANNUAL LEAVE

26 days annual leave increasing to 31 days, opportunity to earn additional days' leave



#### PENSIONS

Access to the generous benefits the Local Gov Pension scheme offers, including life cover

**INVESTORS IN PEOPLE**  
We invest in people Silver





## RESPONSIBILITIES the Executive Director Children's Services will...

- work closely with the Lead Member for Children Services other Elected Members and the Corporate Leadership team to drive forward opportunities and developments and actively engage Elected Members in shaping excellent services for children
- lead and work with partners to promote prevention and early intervention and offer early help so that emerging problems are dealt with before they become more serious, to enable improved educational attainment, narrowing the gap for the most disadvantaged
- provide strategic leadership for all aspects of our Education and Inclusion service, delivering policies and strategies to enable the most inclusive learning and educational outcomes for our pupils in collaboration with our school communities to achieve Corporate and Service priorities
- lead our Children and Families Services and its ambition to be excellent and 'outstanding' in every area, ensuring the best support and highest aspirations for the Borough's most vulnerable children and families
- provide effective leadership for children's services, setting direction, establishing priorities, building capacity and delivering services that deliver value for money within a culture of learning and improvement
- develop and articulate a clear vision for co-ordinated services to children and families, ensuring the council delivers effective services for children
- provide strategic leadership for the delivery of statutory, domestic abuse and violence, youth, and young people services for the Local Authority
- lead Children's Services and its ambition to be excellent and 'outstanding' in every area, ensuring the best support for the Borough's most vulnerable children and families
- ensure appropriate governance structures are in place to effectively oversee and scrutinise key services, including the Safeguarding Children's Partnership
- provide strategic leadership for the development of positive and beneficial relationships with partners and agencies including the voluntary sector to enable access to a range of integrated services for Children and Families including those with multiple and complex needs, establishing and developing information sharing and referral protocols, monitoring performance against agreed activities to ensure that the strategy is implemented
- establish positive relationships with government, inspectorates - OFSTED, regional bodies and other Local Authorities, to promote the council's interests, explore subregional collaborative opportunities and influence national policy relating to children's services
- lead the process of monitoring, challenge, reporting, brokering support (as appropriate) in schools and settings to promote high standards of learning and educational achievement, ensuring appropriate intervention when schools cause concern to make sure that the Council meets legislative requirements and Government standards and expectations
- work with partner agencies to develop and lead the Inclusion agenda to ensure that specialist service are of high quality and meet the needs of children and families





- role model the underlying values and principles of 'Our Way of Working', driving

forward the culture and practice across the service and wider partnership

### ADDITIONAL RESPONSIBILITIES:

- This role is classed as 'agile' which means that the postholder will be visible and work across all Council environments, with occasional working from home.
- This is a politically restricted post.
- The postholder will be required to work outside of normal office hours, where required.
- The role requires a willingness to travel across the borough and nationally.
- This role requires participation in an on-call Emergency Response rota.
- This role requires the postholder to undertake other duties, commensurate with the grade, as may reasonably be required and in line with organisational development and change.

### REQUIREMENTS the Executive Director Children's Services will...

- have a relevant professional degree level qualification or equivalent
- be able to evidence continued professional, managerial and personal development
- have a successful track record of providing professional, robust and resilient leadership, within the service areas of this directorate, with high standards of conduct in a complex and diverse organisation ideally in the public sector
- have the ability to establish high performance culture and track record of success in building effective teams, leading a diverse group of professional colleagues
- be able to develop high quality collaborative internal and external relationships across diverse stakeholders
- have a track record of giving advice to and building relationships at a senior level with elected Members and/or Board Members
- have proven experience of financial management including budget formulation, financial planning, monitoring and control, within tight financial limits in a large multi-disciplinary organisation
- have current and in-depth knowledge of national, regional and local government issues, developments, best practice and wider public sector agendas





- role model ‘One Council Director’ collaborative working, working in partnership with Extended Management Board, Members, and partners (regionally and nationally) to achieve the best outcomes for the residents of Cheshire West and Chester
- be able to work successfully in a high pressure, political environment and manage competing priorities
- understand and promote equality, diversity and inclusion at every level and positively challenge inclusion measures within the workforce and in the delivery of services
- demonstrate the ability to communicate, negotiate and influence at a strategic and political level
- champion new initiatives in support of strategic goals, encourages others to change, and negotiate and implement change successfully
- demonstrate highly developed networking, advocacy, written, oral and presentation skills with the ability to persuade, influence and form sustainable partnerships, and fulfil an ambassadorial role for the Council
- Proven track record in managing in a complex multi-agency, multi professional setting and making sound professional judgments
- be committed to high quality, cost effective public services and local democracy which inspires colleagues and creates an environment of continuous improvement
- create a culture of innovation and creativity where colleagues feel able to question and challenge the status quo.

## THRIVE

### OUR VALUES - the role will model core values through...



#### TEAMWORK

Working flexibly, co-operatively, effectively, utilising resources, expertise and knowledge with others



#### HONESTY

Always acting in a caring, responsible and accountable manner which maintains the integrity of the council as a public



#### RESPECT

By valuing individual contributions and encouraging a culture of mutual respect



#### INNOVATION

Being innovative in everything we do; applying creative ideas to improve services and meet the council's outcomes



#### VALUE FOR MONEY

Financial impact and value for money are considered in everything we do for the benefit of the Council and our residents



#### EMPOWERMENT

Giving employees the responsibility to make decisions and striving to facilitate the contribution of others

