Dudley Council



Director –

Children and Young People

**DMBC Operating Model 2024 - Vision:**

A community-focused, financially resilient, collaborative, and sustainable council delivering the services required to support and meet the essential needs of residents, businesses, and the local economy.

*Case for Change July 2024*

**Our Values:**

Our values describe what we stand for and how we operate, and we expect our values to be lived and role-modelled throughout our organisation.



(to be updated 2025)

**Our Directors:**

Play a pivotal role in Dudley Council's comprehensive recovery and transformation programme through drive and leadership that supports our business, our workforce, and our residents.

Taking collective accountability for the achievement of corporate priorities and outcomes within agreed resource and time frames, the directors contribute to leading the organisation, provide strategic oversight and are accountable delivery across a range of functions

Directors will ensure teams take a responsive, resident focused approach and will ensure collaboration to operate as ‘one council’.

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| **Job title:** | **Director – Children and Young People** |  |  |
| **Grade/Salary:** | Chief Officer 2: £118 - £130K |  |  |
| **Reports to:** | Group Director – Social Care & WellbeingLink to Chief Executive for Statutory responsibilities |  |  |
| **Post Number:** | PS266 |  |  |

**Statutory Responsibilities:**

Director for Children’s Services (DCS) in accordance with all relevant legislation.

**Purpose:**

1. Member of the Council’s senior leadership team, you will lead, manage and direct Children & Young People functions within the Social Care & Wellbeing Group providing clear, strong and inclusive leadership to cultivate a high-performance culture focused on continuous improvement, efficiency, and improved customer experience and choice.
2. Drive transformational change, embedding continuous improvement principles, evidence-based decision-making, robust financial management, and model effective leadership behaviours and accountabilities underpinned by adherence to the Nolan Principles, while articulating a compelling vision for change.
3. Direct the work of the relevant operational teams and associated resources to ensure they are responsive to the needs of children and families.

**Key Responsibilities:**

1. Provide strategic and operational advice to the Chief Executive, Group Directors, and senior leadership team, ensuring all guidance aligns with core objectives.
2. Develop and implement strategies for service areas, translating corporate goals into actionable plans which are underpinned by clear benefits realisation deliverables.
3. Identify and address opportunities and challenges with innovative solutions to enhance community and business outcomes.
4. Take collective responsibility for driving transformation through the Council's new operating model and fostering a workforce adaptable to new working methods.
5. Accountability and leadership for: -

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| Children’s social care & safeguarding | Quality and workforce development |
|  Family safeguarding | Safeguarding partner lead |
| Principal Social Worker function (centre for professional practice/continuous professional development) | Early help, education, access, inclusion, skills, SEND |
| Corporate parenting - adoption and fostering, carers, children in care (CIC) | Children with disabilities – physical, sensory, learning and long-term complex conditions |
| Working in conjunction with lead for Children & Adults with additional needs (11-25) and DASS to support and develop the transition to adulthood and the work of the MASH. | Child & adolescent mental health service (0-11) in conjunction with NHS partners and lead for Children and Adults with additional needs (11-25) |

6. Fulfil the statutory duties of the Director of Children’s Services, ensuring the Council meets its responsibilities under the relevant legislation and guidance including the Children’s Act 2004.

7. With the Chief Executive and Group Directors take a lead role to: -

* 1. Craft and deliver creative and innovative solutions to improve long term performance, effectiveness and efficiency, ensuring all Council functions are supported to meet the highest standards of governance and delivery.
	2. Develop and nurture strategic partnerships and relationships with private sector organisations, regional bodies, public & voluntary sector, government and other stakeholders
	3. Provide advice and insight to senior leaders and Members and other key decision makers, providing tactical guidance to meet Council objectives.

8. Lead and manage the client-side commissioning (working with the Core Business Group), provision and delivery of services and initiatives to understand and address the needs of children, young people and their families and carers, fostering a collaborative and inclusive culture embedding the Council’s values and behaviours underpinned by effective procurement, contract management and grant oversight focussed on outcomes and achieving VFM.

9. Develop and implement a cohesive strategy for children and young people that aligns with Council objectives, addresses inequalities, improves outcomes and ensures safe, effective, person-centred functions.

10. Promote inclusion, educational excellence, and ensure compliance with statutory education responsibilities.

11. Meet all statutory requirements for quality assurance, monitoring and safeguarding as required by legislation, best practise and due diligence, protecting vulnerable children and young people.

12. Lead drive and transform the Children and Young People functions, maximising the use of technology and innovation to drive integration; business process redesign; self-service and modernisation, to reduce overheads, create value for money, and enhance the customer experience.

13. Build and maintain strong partnerships with other agencies, service users, carers and families to provide integrated pathways and joined up services across social care, education and health to maximise the opportunities and outcomes for children and young people.

14. Implement an effective operating model for services for Children and Young People (in partnership with Director for Transformation) and take a continuous improvement approach to reform and change to deliver sustainable, high-quality, high-performing joined-up services with a strong focus on team working and effective governance.

15. Manage designated budgets, ensuring performance management systems are in place to optimise resources and income.

16. Ensure compliance with legal and regulatory standards and promote transparency and ethical standards.

17. Participate in corporate resilience, emergency planning, and business continuity. Build effective relationships and partnerships with stakeholders.

18. Develop clear long-term strategies and business plans to support the Council Plan, with governance, performance monitoring, and innovation.

19. Ensure adherence to health and safety policies and legal obligations under the Health and Safety at Work Act 1974 (or relevant local legislation) including Monitoring compliance with legislation, internal policies, and industry standards.

**Special Conditions:**

This post is politically restricted.

This post is subject to the DBS checking process.

Driving Licence will be subject to checking with the DVLA. It is a council requirement to have Business Use Car Insurance and a valid MOT certificate (For cars over 3 years old).

Prepared by Chief Executive

Date 10th March 2025

**Person specification - Essential criteria:**

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| **Qualifications and experience**  |
|  | Degree level, equivalent education and/or strong evidence of working practice in the appropriate fields and level of role. |
|  | Holds a recognised professional qualification |
|  | Evidence of continuing professional development |
|  | Proven experience in large scale design and delivery of transformational change |
|  | Substantial experience in senior strategic leadership achievement within Children’s services or related fields in a large, complex multidisciplinary organisation and experience of consistently developing strategies and translating them into effective operational delivery plans |
|  | Thorough and up-to-date knowledge of the statutory legislation, associated guidance and regulations that govern and underpin provision for children and young people and an ability to keep up to date with developments affecting service delivery |
|  | Comprehensive understanding of the statutory framework for Children's services, including safeguarding and education legislation |
|  | Record of achievement in improving outcomes for children and young people and effectively managing the risk inherent in the delivery of operational services supporting children and families |
|  | Experience of service redesign and defining services standards and proven track record of delivering customer-focused services in a complex environment. |
|  | Demonstrable experience of ensuring high levels of probity, transparency and governance/standards in public life |
|  | Proven success in leadership and management of children’s services and related teams to achieve high performing and significant, sustainable service improvements and outstanding results leading to improved outcomes for service users |
| **Skills and abilities** |
|  | Proven commitment to public service and the ability to champion equality diversity and inclusion and embedding these as core values |
|  | Successful track record in the management of large staff groups and motivating them to achieve change in new ways of working |
|  | Proven ability to lead by example, act with integrity in alignment with the Council’s professional standards, values, and behaviours, consistently modelling these attributes |
|  | Politically astute, acting in line with the Nolan principles in public life |
|  | Proven ability to work effectively in partnership with a wide range of internal and external bodies and able to lead and drive collaboration |
|  | Proven ability to exhibit skills, tact, diplomacy, persuasion, negotiation, advocacy, and assertiveness and to adapt personal style as required |
|  | Excellent relationship management skills, capable of working effectively with members and displaying a high level of political awareness. |
|  | Visible, approachable and accountable for self and others, seeing errors as opportunities for learning.  |
|  | Driven and self-motivated with a clear sense of purpose  |
|  | Capable of anticipating and influencing changes to meet service needs, demonstrating both resilience and tenacity under pressure. |
|  | Flexible, responsive and resilient to changing demands and priorities |
|  | Aware of own strengths and areas needing improvement, with a commitment to addressing these areas.  |

