

HAY JOB DESCRIPTION

POSITION TITLE	CHIEF OFFICER FOR CHILDREN'S SERVICES		
LOCATION	County Hall		
REPORTING TO	Chief Executive		
POSITION NUMBER(S)			
EVALUATED GRADE	L1	DATE OF EVALUATION	01/11/16
SERVICE/SECTION/SCHOOL			
EFFECTIVE DATE OF JD	01/08/2020	JOB NUMBER	H.0333

JOB PURPOSE:

Principal accountability:

To work collaboratively as part of the Council's senior leadership group to support the Council's overall aims in promoting a better quality of life for Devon's residents.

To improve outcomes for all children in Devon, especially for the most vulnerable
 To ensure Devon is a strong and effective corporate parent for children in care and care leavers
 To convene partnerships, co-producing with partners and service users and integrating services to improve outcomes for children.

To build and maintain a relational, restorative organisational culture
 To deliver a full range of statutory health, education and social care functions, either directly or through partnerships, **ensuring that all services for children are good or better**

As a member of the leadership team, the role is also concerned with setting the strategic direction of Devon County Council, integrating internal resources and utilising external partner relationships. The job will be accountable for the delivery of short and long-term business benefits which have a significant impact on the lives of people living in, visiting and working in Devon.

The job holder must demonstrate the core principles and behaviours through the leadership of their team. These principles and behaviours are outlined in the attached Appendix.

CONTEXT:

Devon must provide good or better services for children. This will require a focus and drive on improvement in key areas in response to identified weaknesses as well as system leadership of the statutory and third sector to continue to promote early help and a culture shift across the partnership so that children's issues are seen as everyone's issues.

This is also a key part of budget recovery within children services. The significant changes in education including the funding arrangements will also require strategic oversight. The combined authority direction may also bring significant opportunities that will require detailed strategic leadership to deliver.

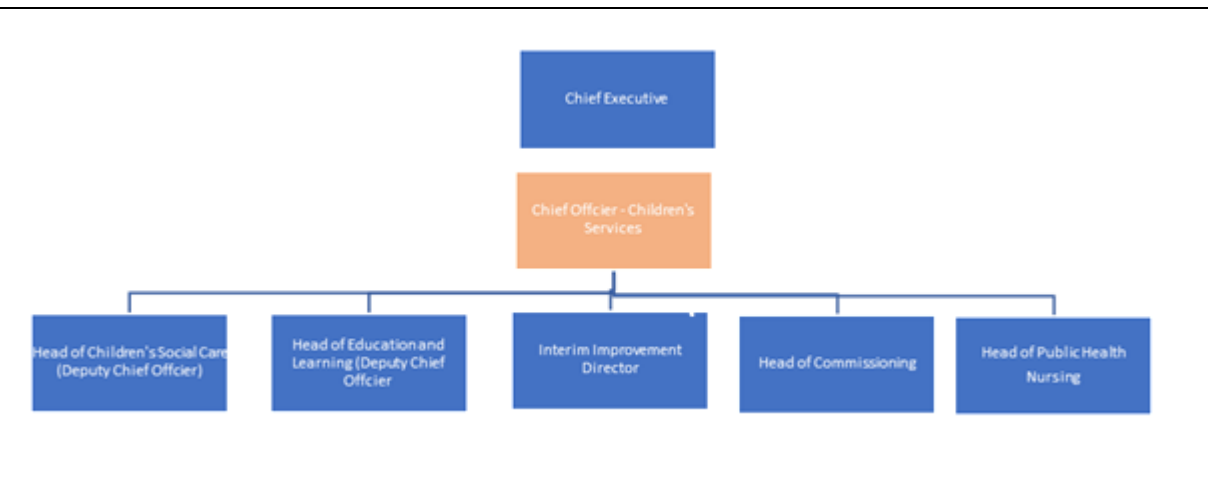
RESOURCES

Finance	<i>Annual budgetary amounts for which the job is either directly or indirectly concerned or has shared responsibility. Please specify whether direct/indirect/shared.</i>
	Gross Revenue budget – indirect £775M Capital - £2.4M (indirect control)

Staff		Headcount	FTE
	Children's Social Care	964	788.88
	Education & Learning	247	156.22
	Public Health Nursing	207	160.51
	Children's Commissioning	34	31.2
	TOTAL	1453	1137.81

Other	PERFORMANCE MEASURES
	<p>Employees and culture</p> <ul style="list-style-type: none"> • Employee engagement • Working climate • Innovation application
	<p>Relationships</p> <ul style="list-style-type: none"> • Reputation • Policy influence • Member feedback • Partner feedback
	<p>Customer Service</p> <ul style="list-style-type: none"> • Peer and Member feedback • Customer satisfaction/ service quality • Quality of life in County
	<p>Value for Money</p> <ul style="list-style-type: none"> • Cost reduction • Service delivery and improvement

ORGANISATIONAL STRUCTURE



KEY ACCOUNTABILITIES:	
1	As a team member, lead the creation and implementation of the overall strategy and operating arrangements to achieve Devon's aims.
2	Develop and deliver high quality and cost-effective services (whether delivered directly or through third parties) establishing, managing and meeting customer and community expectations.
3	Lead the development and delivery of an integrated approach to children and family needs across the full range of the County Council's service responsibilities.
4	Hold the welfare of the child as the paramount consideration in all matters, safeguard and protect children where necessary and ensure Devon is a strong and effective corporate parent
5	Work with partners to ensure strong and effective universal services for children (early years, education, PHN) as well as targeted services in response to need (education support functions, SEND, and other early help responses)
6	Generate value for money by successfully delivering better services and improving outcomes at a lower cost. Raise internal awareness and attention to effective cost management.
7	Undertake the statutory role of Director of Children's Services.
8	Understand and meet all relevant legislation and governance requirements.
9	Support Members by providing advice and guidance on areas of policy and strategy, ensuring that Members are appraised about issues to enable informed decision making in line with the Devon County Council vision.
10	Provide strong system leadership with partner organisations to meet the needs of Devon's communities collaborating with all sectors to continuously improve services in the County.
11	Lead the delivery of corporate change programmes, ensuring that objectives are understood and articulated, and change is embedded successfully.
12	Manage and develop the Council's culture by being a respected role model and leader. Set and manage ambitious performance expectations and behavioural norms for everyone, recognising excellence and challenging those who under-perform or seek to threaten new ways of working.
13	Create an environment where learning, innovation and the application of new ideas is actively encouraged and result in significant improvements to service delivery.
14	Create a working environment where employees can deliver their best.

It should be noted that the duties or tasks associated with of the post may change from time to time without altering their general character or the level of responsibility entailed and without affecting the grading of the post.

For all roles the job holder must:

- Be aware of the Council's aims, organisational values and behaviours and their impact on this post.
- Participate in the Council's performance management process
- Carry out the duties of the post in accordance with the Council's Rules, Regulations and Policies
- Carry out all duties and responsibilities with reasonable care for the health and safety of you and any other person who may be affected by your acts or omissions at work and to co-operate fully with the County Council in health and safety matters.
- To comply with the Data Protection Act 1998 (all employees of the Council will not disclose or make use of, for their private advantage, any information held on manual or computer records, which are not available to the public, however acquired.

The above mentioned duties and activities associated with this job are neither exclusive nor exhaustive and the job holder may be called upon to carry out such other appropriate duties as may be required within the grading level of the job and the competence of the job holder.

KNOWLEDGE AND EXPERIENCE:

- Substantial record of senior strategic leadership achievement and experience, including recent experience of successfully leading delivery and transformation in a large public sector organisation and cross function performance management and improvement.
- An in-depth knowledge and understanding of the current public sector change agenda.
- Broad knowledge of public sector service delivery.
- A collaborator who can develop productive relationships with politicians and senior stakeholders and with a successful track record of working in partnership.
- A leader who engages and enables others to deliver their best.
- Knowledge of commissioning approaches.
- An excellent developmental record focused on leadership in the public sector.