



## **Job Profile – Strategic Director Children’s Services (SD1)**

---

**Department:** Children’s Services

**Responsible to:** Chief Executive

**Responsible for:** Children’s Services

---

**Job purpose:** Fulfil the statutory responsibilities of the Director of Children’s Services (DCS) as set out in the guidance issued by the Secretary of State for Education.

Deliver on our commitment to ensure that every child has the best possible start in life by improving educational outcomes, protecting vulnerable children and young people and reducing the effects of childhood poverty.

Build, nurture and sustain effective multi-agency partnerships ensuring the delivery of needs-led integrated, joined-up, fit for purpose and responsive services.

---

### **Corporate responsibilities**

1. Contribute to the strategic leadership of the Council by establishing, leading, developing and implementing effective strategies and plans that will deliver the Council’s priority outcomes.
2. Create, encourage and role model a culture of achievement and service excellence through efficiency and continuous improvement.
3. Inform, support and advise Elected Members so that they can fulfil their executive, scrutiny and representational responsibilities.
4. Design and implement service delivery standards and performance criteria and develop and mature key performance data.
5. Champion employee engagement and experience ensuring Bradford Council is a great place to work and has an inclusive culture in which all staff have a voice and are supported in achieving their potential.

6. Ensure effective, efficient and sustainable use and management of resources in accordance with Council Standing Orders and Financial Regulations.
  7. Ensure all decisions are based on sound risk management principles which comply with Council procedures and processes within its financial, legal, ethical and statutory frameworks.
  8. Take collective responsibility for the delivery of the Council's transformation programmes.
- 

### **Department focused responsibilities**

1. Build an effective relationship with the Lead Member for Children's Services (LMCS) ensuring that the needs of all children and young people, including the most disadvantaged and vulnerable, and their families and carers, are addressed.
2. Lead the development, promotion and delivery of effective partnership arrangements across the district in delivering our ambitions for children and young people in our community.
3. Pro-actively support and advocate for the voice of children, young people, families and our communities at the heart of decision making.
4. Take responsibility for commissioning and delivery of service outcomes through effective partnerships and contracting of the Bradford Children's and Families Trust; ensuring the effective delivery of Children's social care and early help and prevention services, across the district.
5. Ensure that Children's Education and Early Years services are designed and delivered to the highest Ofsted standards and within legislative requirements; whilst providing value for money and maximising available resources.
6. Work closely with other local partners to improve the outcomes and well-being of children and young people, including developing work related skills, vocational and education opportunities for all.
7. Bring together organisations/services related to education, life-long learning and skills to create better pathways and outcomes for individuals that lead to sustainable employment and respond to labour market requirements.
8. Maximise the outcomes delivered for all children and young people through developing integrated commissioning arrangements that recognise the cultural demography of the district and respond to changing need.
9. Work with partners to ensure that measures are in place to support children and young people to develop healthy lifestyles through access to a range of positive, preventative and early help services and activities to improve wellbeing.
10. Provide the necessary strategic leadership for the development and implementation of any improvement plans, ensuring clear and measurable milestones are identified and delivered.

11. Provide clear leadership to the department workforce that promotes their development and provides a framework through which first class performance is the norm and innovation and improvement is a fundamental part of the culture.
12. Learning through Covid-19 and other local and national events, ensure that effective disaster plans and business continuity arrangements are in place and constantly reviewed to take into account a range of events.

## Person specification – Strategic Director Children’s Services

<p><b>Qualifications</b></p>	<p>A professional, academic or management qualification or relevant professional experience at senior management level</p> <p>Current membership of an appropriate professional body</p> <p>Evidence of sustained personal and professional development</p>
<p><b>Knowledge and experience</b></p>	<p>Successful track record at a senior management level of achieving improved outcomes in a comparable organisational context and environment</p> <p>Understanding of the legal, financial and political workings of local government and current best practice on tackling the kind of challenges that face local government services</p> <p>Extensive experience of working collaboratively in order to drive forward new and innovative approaches to both service development and delivery across all areas</p> <p>Extensive experience of successful financial management including budget formulation, financial planning, monitoring and control, within tight financial limits in a complex organisation</p> <p>Tangible evidence of guiding, motivating and developing people, to achieve high performance</p> <p>A track record of promoting and delivering positive solutions to achieve diversity, equality of opportunity and preventing discrimination</p>
<p><b>Skills</b></p>	<p>Ability to develop rapport and work effectively with a diverse range of people, consulting with, listening to and understanding varying needs</p> <p>Ability to form sound, evidence-based judgments, find solutions to complex issues and problems, assessing risks and taking responsibility</p> <p>High degree of self-awareness, with the ability to own mistakes and move quickly to develop contingency and / or mitigation strategies</p> <p>Ability to inspire, guide, motivate and develop people, to achieve high performance</p> <p>Ability to listen to and influence others, presenting information and arguments convincingly</p>

	IT literate and able to manage information systems as necessary
<b>Other requirements</b>	<p>Prepared to take an active role in the District affairs outside usual office hours, including weekends and holiday periods</p> <p>To participate in the Senior Leadership Team (SLT) Emergency Duty rota</p> <p>This post is subject to DBS requirements</p> <p>This post is politically restricted</p>

<b>Completed by:</b>		<b>Date:</b>	
<b>Quality checked: (HR)</b>		<b>Date:</b>	