**Job Profile comprising Job Description and Person Specification**

**Job Description**

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| **Job Title:**  Director of Children’s Place and Partnerships | **Grade**:  Hay Grade 3 |
| **Section:**  Children’s Place and Partnerships | **Directorate:**  Wandsworth Children’s Services |
| **Responsible to following manager:**  Executive Director – Children’s Services | **Responsible for:**  The strategic leadership and effective delivery of community-based support for children and families, and partnership working with other agencies and voluntary sector organisations, including the delivery of services from family hubs and satellite children’s centres, as well as ensuring participation is at the forefront of the delivery of the children’s services agenda |
| **Post Number/s:** | **Last review date:**  March 2024 |

**Working for the Richmond/Wandsworth Shared Staffing Arrangement**

This is a senior leadership role working specifically for Wandsworth Children’s Services although the post holder will be employed under the terms and conditions of the Shared Staffing Arrangement. The role requires a high level of responsiveness to the needs and expectations of Wandsworth Council.

In order to succeed at this level, a high level of drive, stamina and political sensitivity are required, along with the ability to thrive within a complex environment, foster effective teamwork, ensure others achieve their maximum contribution and set standards for continuous improvement.

**Job Purpose**

This post is responsible for the strategic leadership and effective delivery of community-based support for children and families, and partnership working with other agencies and voluntary sector organisations, including the delivery of services from family hubs and satellite children’s centres, as well as ensuring participation is at the forefront of the delivery of the children’s services agenda

The postholder will ensure effective performance management of the Place and Partnerships division to ensure improved outcomes for children and young people as well as leading the division to be a best practice example of innovative work with children and families as well as strong community-based partnerships with other agencies and voluntary sector organisations.

**Specific Duties and Responsibilities**

1. Lead and inspire a team to design and deliver our cluster-based family hubs, supported by our satellite Children’s Centres. Build trusted partnerships with key council stakeholders and community partners including children and young people, parents, carers, charities, faith and community groups and statutory agencies, so together you can meet the needs, wants and aspirations of young people and their families.
2. Work in partnership with children and young people to develop a comprehensive understanding of local children’s, young people’s and their families’ wants, needs and aspirations. Be guided by their priorities. Keep this current and up to date.
3. Develop effective partnerships across the whole organisation and with partners and other agencies to create both a supportive and challenging environment, which fosters innovation and improvement, to improve outcomes for children and families.
4. Develop community-driven, placed-based services, supported by a network of partnerships, which enable children and young people and their families to be educated, healthy, safe and involved in their local communities. With an emphasis on early action and prevention.
5. Demonstrate effective, motivational strategic leadership and vision to staff at all levels, in Children’s Services and across the whole organisation, including a positive attitude to change, in order to develop and strengthen services in a constantly changing environment, as well as contribute to the achievement of the Council’s objectives and priorities.
6. Build and lead a dynamic team of amazing staff and volunteers (with a focus on people and workforce development), useful assets, flexible budgets and appropriate resources to make this happen.
7. Represent Children’s Services Directorate and wider Wandsworth Council in your role as a senior leader as and when/where needed.
8. Influence and negotiate at a strategic professional and political level, both locally and nationally, to shape and inspire policy and change in the context of both children’s services and local government.
9. Always work with anti-discriminatory, empowering practice, ensuring everyone is treated with dignity and respect, promoting inclusion and opportunities for disadvantaged children and families.

**Generic Duties and Responsibilities**

* To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.
* To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.
* To adhere to security controls and requirements as mandated by the SSA’s policies, procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems.
* To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
* To understand both Councils’ duties and responsibilities for safeguarding children, young people and adults as they apply to the role within the council.
* The profile is not intended to be an exhaustive list of the duties the post holder will carry out. Other reasonable duties commensurate with the level of the post, including supporting emergency and priority situations, will form part of the role.

**Additional Information**

**SSA Values**

**THINK BIGGER**

**EMBRACE DIFFERENCE**

**CONNECT BETTER**

**LEAD BY EXAMPLE**

**PUT PEOPLE FIRST**

Our Values are embedded across the SSA and throughout all roles and responsibilities at all levels of the organisation. Please [familiarise yourself with our values](https://www.richmond.gov.uk/media/afdbdeao/five_values.pdf) as they are an integral part of our recruitment and selection process.

**Team structure**

**Person Specification**

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**Our Values**

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**A – Application form / CV**

**I – Interview**

**T – Test**

**C – Certificate**

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| **Person Specification Requirements** | | | | **Assessed by**  **A/I/T/C**  **(see above for explanation)** |
| **Knowledge** | **Essential** | **Desirable** | **Assessed** | |
| Displays an awareness, understanding and commitment to the protection and safeguarding of children and young people. | **X** |  | **A / I** | |
| Knowledge of (and experience of operating) relevant legislation and statutory guidance, including   * Working Together to Safeguard Children * London Child Protection Procedures. * Care Planning Regulations | **X** |  | **A / I** | |
| Knowledge of research, government policy and strategy in respect of services for children and young people. | **X** |  | **A / I** | |
| Able to assess and manage risk associated with complex matters related to casework, financial, policy and strategic decisions using legal advice as appropriate. | **X** |  | **A / I** | |
| **Experience** | **Essential** | **Desirable** | **Assessed** | |
| Substantial experience of management within Early Help and children’s social care services | **X** |  | **A / I** | |
| Track record of working with children, young people and families in local communities (particularly those who are at risk) | **X** |  | **A/I** | |
| Substantial experience of the operation of key statutory processes and the operation of child protection procedures. | **X** |  | **A / I** | |
| Experience of developing, embedding and managing new teams or projects within a children’s social care environment | **X** |  | **A / I** | |
| Experience of delivering best practice in relation to young people who are at risk |  | **X** | **A / I** | |
| Experience of delivering improved outcomes in partnership with internal and external stakeholders, including other agencies and/or voluntary sector organisations (e.g. family or community hubs) | **X** |  | **A / I** | |
| Substantial experience of working in a political environment, with elected Members |  | **X** | **A / I** | |
| **Skills** | **Essential** | **Desirable** | **Assessed** | |
| Able to provide strong leadership and clear vision; to inspire and motivate staff at all levels | **X** |  | **A / I** | |
| Able to establish strong, positive relationships across the organisation at all levels in order to provide effective leadership and direction | **X** |  |  | |
| Able to effectively manage individuals and teams through change | **X** |  | **A / I** | |
| Able to establish strong, positive relationships across partners, statutory agencies, and other external organisations that command professional confidence | **X** |  |  | |
| Able to work collaboratively and effectively with partners and stakeholders (both internal and external) to deliver key objectives. | **X** |  | **A / I** | |
| Able to manage organisational and practice change, to lead and manage projects effectively and overcome obstacles with a positive and inspiring attitude in a constantly changing environment. |  | **X** | **A / I** | |
| Able to establish, develop and manage effective multi-agency / disciplinary working. | **X** |  | **A / I** | |
| Able to control and forecast budgets and achieve value for money in service planning and delivery. | **X** |  | **A / I** | |
| Able to think and plan strategically and analyse complex information and/ situations effectively. | **X** |  | **A / I** | |
| Able to demonstrate initiative, self-motivation and strong management practice in driving good outcomes and continuous improvement | **X** |  | **A / I** | |
| Political awareness and sensitivity and the ability to work with elected politicians in varying roles and settings. |  | **X** | **A / I** | |
| **Qualifications** | **Essential** | **Desirable** | **Assessed** | |
| Relevant degree level qualification or equivalent in youth and community work, social work or other relevant professional qualification. | **X** |  | **A / I / C** | |
| Relevant leadership/ management qualification or equivalent management experience. | **X** |  | **A / I / C** | |
| To have kept up to date with research and best practice, evidenced through substantial professional development. | **X** |  | **A / I** | |