



Job Description

Designation: Executive Director for Children & Young People

Directorate: Children and Young People

Grade: JNC1

Reports to: Chief Executive

Job Purpose

The main purpose of this role is to deliver the best possible outcomes for Lewisham's children and young people through systems leadership, partnership working and the highest quality managerial leadership of the Council's functions in respect of children and young people.

Specifically:

As a member of the Executive Management Team (EMT) you will contribute to the overall corporate management of the Council's functions and responsibilities

You will be responsible for the successful delivery of the Mayor's priorities, the Council's corporate objectives and business objectives for your designated directorate.

You will be responsible for maintaining and improving services under your leadership and ensuring that services integrate across professional boundaries, particularly with respect to Adult Social Care and Health; Housing, Place, the health service, police, schools and other partners in order to deliver the best outcomes for children and young people.

You will be responsible for developing early intervention and preventative strategies to minimise risk, deliver the best outcomes for children and young people and making effective use of resources;

You will be responsible for ensuring that the Children and Young People's Directorate works across Public sector, Private sector and 3rd sector partners to achieve the best outcomes for Lewisham's children and young people;

You will be responsible for building effective partnerships that support families and schools to improve children's life-chances by working productively with other local partners and institutions as well as local voluntary and community organisations

You will be responsible for ensuring that the council is meeting its safeguarding and statutory duties, keeping young people safe from harm and is prepared for third party assurance of these duties.

You will be responsible for demonstrably ensuring that the council is listening to its children and young people in developing and delivering its services.

You will be responsible developing the operational capabilities within the workforce and across partnerships to meet the changing needs of Lewisham's children and young people.

Contribution to corporate managerial leadership

Champion Lewisham's values, its agreed way of working, and focus on citizen engagement, customer focus, progressive change and valuing diversity.

Be an advocate of the Lewisham community and its partners.

Collaborate with colleagues and contribute to the overall leadership and management of the Council.

Sponsor an integrated leadership approach which challenges silo working and departmentalism and models corporate working.

Contribute to a Council-wide approach that ensures that the Council's approach to safeguarding and prevention is robust and mitigates risk.

Take lead duties as required by the Council in emergency planning and business continuity arrangements.

You will Ensure budgetary control, health & safety, risk and reputation management.

Directorate Role

- Provide the highest level of professional advice to the Mayor and elected Members; and provide advice to the Chief Executive on corporate and service related policy and managerial issues
- Build strong partnerships across the education and children's social care sector in Lewisham and the wider sub-region to achieve better outcomes for Lewisham's young residents
- Develop strategies, frameworks and programmes which meet statutory requirements, Council policy objectives and the needs of families, children and young people
- Ensure the rigorous protection and safeguarding of children and young people at risk; maintaining effective assessment, inspection arrangements and evaluation as well as statutory compliance

- Collaborate with schools in Lewisham to help and assist them develop the quality of teaching and learning so as to improve pupil achievement and help them raise their overall performance
- Ensure the cost-effectiveness, budgetary management and control (of both revenue and capital spend) while pursuing improved value for money of all relevant services to children and young people
- Ensure that the needs of families, children and young people are identified and services designed and commissioned in partnership to secure best possible outcomes
- Lead and develop an effective management team and ensure open collaborative working across the Council and the wider education and children's care system
- Ensure overall accountability of services and partners in respect of the local Safeguarding Children Board
- Lead, inspire, motivate and develop employees within the Directorate to achieve success
- Act as a role model and create a service culture which is performance driven and reflects Lewisham's values and its diverse community
- Develop and implement appropriate risk management strategies in respect of service planning and service delivery across the partnership
- Ensure service provision meets with all relevant legislation and guidance
- Implement corporate strategies and policies throughout the Directorate
- Undertake any other duties, commensurate with the post, as may be required
- Lead through personal conduct and behaviour to reinforce the Council's values – acting to motivate others.

Our values:

*In Lewisham Council, we are **ambitious** for the future of our borough, we are **inclusive** in working with our residents, partners and colleagues, and **collaborative** in how we work with them. We are **accountable** for our actions and **trustworthy** in all we do.*



Person Specification

Post title:	Executive Director Children & Young People
Directorate:	Children and Young People
Grade:	JNC1
Report to:	Chief Executive

Knowledge and Experience

- Track record of leading and achieving positive results in partnership with others
- Substantial experience of managing in a multi-agency and political context
- Credibility across relevant professions across the overall children's economy, including teachers and head teachers in schools
- Substantial senior strategic leadership experience in the education or social care sectors
- Demonstrable record of success in securing high quality services and outcomes to children and young people
- A thorough understanding of major professional, legislative and policy issues facing the service provision to children and young people
- Experience in planning and controlling complex budgets; improving cost-effectiveness; reshaping costs and securing efficiencies
- Proven experience of effective risk management and in-depth case management; as well as experience of leading major changes in service delivery across teams and services
- Substantial experience in managing strategies that cross service or professional boundaries
- Knowledge of how best to design diversity into services for children and young people; and experience of implementing appropriate positive action in equalities and diversity

- Experience of leading, managing and motivating staff across a range of professions

Skills, Abilities and Behaviours

- Demonstrable ability to act corporately and act for the Lewisham community as a whole
- Ability to achieve major innovation, secure substantial improvements and generate cultural and organisational change
- Strong orientation to achieve outcomes through working in collaboration and partnership
- Ability to develop, negotiate and achieve high performance levels and achieve continuous improvement in services to children and young people
- Inspires trust and Lewisham values through personal conduct
- Ability to lead, coach, inspire and empower others to achieve their personal, professional and organisational goals
- Ability to apply critical judgement rationally and creatively
- Ability to focus personal attention on issues commensurate to their degree of risk, urgency and importance
- Highly developed written, oral, presentation, numerical and analytical skills
- Strategic understanding of how family directed social care and targeted early intervention makes a difference to children's life chances and outcomes
- Understanding how improving outcomes for children and young people benefits the wider Lewisham community

Personal Qualities

- Lead with highest standards of integrity through conduct and personal example
- A commitment to continuous learning, improvement and growth
- A positive and professional personal working style that commands trust and confidence of Members, colleagues, partners and stakeholders

- Respectful of accountability to elected politicians and to the public more generally
- Personal resilience and tenacity

Qualifications and Commitment to Personal Development

Educated to degree level or equivalent, with evidence of continuous professional or managerial development

Key Stakeholder Relationships

Internal: Councillors; Chief Executive, Executive Management Team and Directors, across the Directorate and beyond

External: Government Departments, National Consultation Groups, strategic partners, other Local Authorities, Trade Unions, MPs, partner organisations and suppliers, Professional Bodies, voluntary sector, national and local press, Local Strategic Partnership.

DBS Disclosure Required? No ☐ Basic ☐ Enhanced ☒