

Director – Children’s Services



JE Code: JE1875

Values – We are dedicated, respectful, collaborative, we are Milton Keynes Council

Service Children’s Services
Reports to: Chief Executive
Job Family Strategic Leadership
Grade: Director
Political restricted Y
Date: May 2023
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Key Deliverables

1.	To improve the outcomes and well-being of children and young people through: <ul style="list-style-type: none">Professional responsibility for the leadership, strategy and effectiveness of local authority children’s services relating to the education and social care of children and young people.Securing the provision of services which address the needs of all children and young people, including the most disadvantaged and vulnerable, and their families and carers.Ensure compliance with safeguarding policies and procedures and ensure practice is of the highest standard, acting as the professional children’s safeguarding lead for the council.Working closely with other local partners to co-ordinate multi-agency so as to ensure fully integrated service delivery and to maximise the use of resources available to meet needs.
2.	As Director of Children’s Services (DCS) under Section 18 of the Children Act 2004 to carry out the statutory duties of the DCS for the Council.
3.	Lead in the development and implementation of strategies and plans that will continue to transform the management and quality of the children’s services and deliver significant and sustained improvements; ensuring that planning takes full account of demographic trends and that future resources are targeted at identified needs and priorities.
4.	To manage the budget for children’s services, leading and directing the annual budget setting to meet identified priorities and ensuring the best possible financial management.
5.	Act as (or oversee) the ‘agency decision maker’ (The Agency Decision Maker is the person within a fostering service and an adoption agency who makes decisions on the basis of recommendations made by the Fostering Panel (in relation to a fostering service) and the Adoption Panel (in relation to an adoption agency)).
6.	To be responsible, with the Chief Executive and the other Directors, for the strategic and corporate management of the authority.
7.	Services will be led and managed in accordance with corporate standards and in adherence to key corporate objectives with regard to: <ul style="list-style-type: none">financial and budgetary managementthe achievement of smarter working objectivesmeeting corporate values and behaviours

	<ul style="list-style-type: none"> • the enhancement of commercial capacity • ethical, transparency and customer service standards.
8.	To play a full and active role as part of the Corporate Leadership Team working collectively to drive the delivery of all aspects of the council's business, including those priorities set out in the Council Plan.

Within reason these key deliverables may evolve to meet service need and it is expected that you will be flexible and adaptable in your delivery to meet both service and council wide needs

Essential Requirements (key skills & qualifications)

1.	Relevant degree and/or relevant professional qualification and evidence of significant professional development.
2.	Proven experience of operating at a strategic, senior management level in a large diverse organisation together with a solid understanding of the relevant legal, commercial, political, operational and social community aspects of a similar diverse and complex environment.
3.	Proven experience of directing service delivery to children, young people and their families.
4.	Significant leadership experience in either the public, private or voluntary sector, including a successful track record in health and social care provision.
5.	Excellent understanding of the political context and environment of local government.
6.	Successful track record of leading innovation and transformational change, particularly in response to the demands of an organisation that is undergoing a radical development and modernisation
7.	Experience of developing teams, recognising and developing talent, addressing poor performance and providing advisory services to a high standard.
8.	Strong interpersonal skills and excellent communication/influencing skills.
9.	Demonstrable commitment to equality and diversity issues in both service provision and employment practices.
10.	This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A satisfactory Disclosure and Barring Service Declaration check will be required prior to appointment.

Job Family

Strategic Leadership - Director

Colleagues Expectations

- Be professional at all times
- Work together for the good of the team, council and local people
- Promote a supportive culture
- Challenge assumptions
- Take ownership
- Be willing to change and do things differently
- Always work in a safe manner

Managers expectations

- Be a role model by displaying positive behaviours at all times
- Make well-considered decisions
- Support, coach and communicate with my team
- Be accountable for my team's performance

The essential characteristic of Strategic Leadership jobs is that they bear responsibility for the planning and development of the Council's approach to its statutory and elective aims, maximising efficiency, value for money and the quality of service delivery across entire operating functions.

Role Characteristics

These posts are part of the Corporate Leadership Team (CLT) and lead the Council effectively and in accordance with the Council's strategic objectives, relevant government legislation, professional standards and leading-edge practices. They report to the Chief Executive or Deputy Chief Executive.

They operate at a strategic level and are responsible for providing professional leadership, effective challenge and performance management across a range of directly delivered service areas and as the operational commissioning lead for the delivery of support services provided by partners. They are responsible for ensuring the development of a 'one council' culture, the longer-term vision for the organisation and effective medium-term planning.

The Knowledge and skills required

The advanced theoretical knowledge required to make appropriate judgements and decisions at this level is augmented not only by ongoing professional development and thorough understanding of external legislative and societal change, but also by a deeper understanding of the council operational structures which both support and depend upon the job holder's actions and advice. Roles will be professional experts, providing expert leadership across a number of services.

Thinking, Planning and Communication

Job holders will use their professional expertise to deal with highly complex, pressing issues including change initiatives and risk management across an entire Directorate. They will also look well ahead and take a long-term, strategic view of their project and service delivery objectives over several years into the future, shaping several service's composition, approach and operating procedures in accordance with wider goals mandated by corporate management.

Decision Making and Innovation

The limitations to job holders' decision making will be only the broad policy and practice guidelines that exist at both a corporate and even national/professional level. At this level of autonomy, job holders will be the final arbiter of many escalated technical and professional disputes and problems. They will devise and implement strategic plans and policy in relation to several service areas.

Areas of responsibility

The job holder has Individual accountability to CLT and other relevant stakeholders for the achievement of target outcomes (as expressed in Service Plan objectives) for the relevant service group.

They have collective and strategic responsibility for working on a collegiate basis with the Chief Executive, the Corporate Leadership Team and other senior managers, and in partnership with the Cabinet, other elected members and external partners, to develop strategies and policies to achieve the Council's corporate priorities, within available resources and secure improved outcomes for the community.