



**Job Description:  
Director for Children**

**Job Grade: proposed SD2**

**Job Purpose:**

- To be the statutory Director for children's services and ensure the delivery of Wirral's provision for children working closely with key stakeholders and partners to deliver commissioning based outcomes for Wirral.
- To be accountable for the leadership and delivery of children's services strategy, planning, commissioning, and delivery of services for all vulnerable children, young people and their families.
- To provide professional leadership and act as the lead strategic advisor for all children's services.
- To ensure the effective use of resources and the proper administration of the Council as a Statutory Officer, to meet the objectives of the Council.

**Reports to:**

Chief Executive

**Key Accountabilities:**

- Identify and lead on strategies for the delivery of Wirral's vision for children, young people and learning to ensure that all children and young people's needs are responded to effectively and in a co-ordinated way.
- Lead the development of strategic commissioning frameworks for children, young people and learning.
- Ensure the engagement of key stakeholders and partners to deliver a co-ordinated and integrated approach to meeting children and young people's needs.
- Lead on programmes of innovation and modernisation which focus on outcomes to meet the needs of service users and carers.
- Influence and shape regionally and nationally the future development of strategies for children, young people and learning.

- Work closely with key stakeholders and partners to deliver commissioning based outcomes for Wirral.
- Ensure that children and young people are safeguarded through integrated working across Safeguarding Partnerships.
- Act as a champion for children and young people, tackling inequalities, and promoting well-being.
- Lead on the formulation, development and implementation of strategies, which ensure that the needs of children and young people are met.
- Secure the commitment and engagement of all relevant agencies, partners and other stakeholders to achieve the strategic vision of the Council. Lead on Wirral's local multi-agency partnership arrangements, developing with partners a local plan for joint working to improve outcomes for children and young people.
- Facilitate, co-ordinate and lead services to ensure safe and efficient arrangements are in place across children's services, maximising opportunities across the Borough to develop partnerships and effective outcome frameworks.
- Lead the identification, evaluation and development of commercial opportunities in conjunction with the delivery function.
- Act as the lead strategic advisor and be accountable for cutting edge service specifications and rigorous, consistent contract performance and quality management.
- Act as the strategic advisor in the development of business plans for services as they transition.
- Challenge conventional local government approaches to enable the organisation to drive greater efficiency and effectiveness through the development of best practices and innovative commissioning, contracting, market development and resource management.
- Develop the commercial framework that underpins outcomes-based commissioning, ensuring a consistent, coherent approach across Wirral.
- Manage the budget associated with this post. The budget will be set out in the Accountability statement.
- Manage Chief Officers / Senior Managers and Officers who report to this post.

**Knowledge:**

- A relevant management qualification at degree level or equivalent and significant experience in health and social care.
- An in-depth understanding of the issues in safeguarding and meeting the needs of vulnerable people.
- Understanding of the role of health and social care professionals.
- Understanding of the changing nature and future pressures of children's services and its partners in the national context.
- A proven understanding of the value of commissioning.
- A detailed understanding of the legal, regulatory frameworks relating to commissioning, procurement and contracting decisions.
- A proven understanding of how to deliver commercially within a complex environment.
- A strong background in the values of children's services.

**Experience:**

- Experience of leading, providing and commissioning excellent services for vulnerable people.
- Experience in commissioning services within children's services and/or health and social care.
- Experience of working at a senior level in multi-professional and complex environment.
- Demonstrable achievements in partnerships/integrated working.
- Substantial track record of successful negotiation and implementation of complex commissioning programmes with multiple stakeholder engagement.
- Significant experience in the delivery of service improvement and transformation programmes.
- Demonstrable record of delivering significant efficiency savings as a result of more effective commercial, contract and procurement practices whilst maintaining relationships and service levels.
- Proven stakeholder management and engagement skills, combined with a good political acumen and experience.
- Experience of working at a senior level that requires a high level of strategic awareness.
- Experience of establishing and building effective partnership arrangements.
- Experience of working in a multi-professional way across organisational boundaries to foster effective joint working to improve outcomes for children and young people.
- Experience of working within a statutory legal and/or regulatory framework.
- A track record of developing and implementing commissioning strategies and plans.

**Skills:**

- The ability to set the strategic direction of children's social services, drawing up the overarching strategy for the service and the necessary supporting plans for delivery, with and through partners.
- Strong commercial skills and business acumen.
- Strong interpersonal skills with the ability to negotiate, influence and generate confidence, trust and respect.
- Ability to demonstrate resilience and flexibility of approach and manage uncertainty and ambiguity for themselves and others.
- Ability to simplify and explain complex issues to a range of audiences.
- Ability to identify and implement effective systems to monitor performance.
- Ability to develop and encourage innovative ideas to drive improvement.
- Resilient, tenacious and outcome focussed.

**Benchmarking**

<b>Authority</b>	<b>Pay</b>	<b>Appointed</b>
Liverpool City Council	£140k	In process
Leeds City Council	£150k	In process
Achieving for Children Trust	£158k	Director
London Borough of Brent	£187k	Serving CEO/previous Director (interim)
London Borough of Greenwich	£135k	Asst Director
London Borough of Haringey	£135k	Asst Director
London Borough of Ealing	£140k	Deputy Director
London Borough of Camden (People role)	£155k	Director
London Borough of Wandsworth and Richmond	£165k	Director
London Borough of Waltham Forest	£142k	Director
London Borough of Westminster (bi- borough)	£170k	Director
Birmingham City Council - Children's Trust	£157k	CEX, previous Director
Bristol City Council	£140k	Director
Buckinghamshire County Council	£150k	Still live
Durham County Council	£145k	Director
Essex County Council	£149k	Internal Asst Director
Kent County Council	£190k	All candidates serving directors

Hull Council	£115k	Could not appoint
Lancashire County Council	£130k	Did not appoint
Manchester City Council	£145k	Director
Nottinghamshire County Council	£140k	Director
North Yorkshire Council	£140k	Director
Oxfordshire County Council	£135k	Internal Asst Director
Sandwell MBC - Children's Trust	£140k	Still being created
Slough Borough Council	£127k	Asst Director
Staffordshire County Council	£142k	Internal Director