**ROLE ADDENDUM**

This addendum should be reviewed in conjunction with the Generic Role Profile for the Assistant Director.

**Role Purpose**

To be the strategic leader and champion for transformation and improvement across the entire Children and Young People Services directorate. This role involves working closely with the Director of Children’s Services and the Directorate Management Team to drive forward the Council's vision and strategic goals. The Assistant Director will lead on the development and implementation of innovative strategies and programs that enhance service delivery, improve outcomes for children and young people, and ensure the effective use of resources, whilst linking to key transformation initiatives across the wider council.

**Accountabilities and responsibilities**

**The key accountabilities of the role include:**

* **Strategic Leadership**: Provide visionary leadership to drive transformational change across all services within Children and Young People Services, ensuring alignment with the Council's strategic priorities and statutory responsibilities.
* **Service Improvement**: Lead the development and implementation of service improvement plans, ensuring that services are responsive to the needs of children, young people, and their families.
* **Partnership Development**: Foster and develop strategic partnerships across education, health, care, and service user organisations to support the delivery of integrated services.
* **Performance Management**: Oversee the development of quality assurance systems and performance management frameworks to ensure high standards of service delivery and continuous improvement.
* **Resource Management**: Ensure the effective deployment of resources, including budget management and the commissioning of services, to achieve the best outcomes for children and young people.
* **Stakeholder Engagement**: Engage with key stakeholders, including elected members, service users, and community groups, to ensure that services are co-produced and meet the needs of the community.
* **Innovation and Efficiency**: Promote innovation and efficiency in service delivery, leveraging digital solutions and new models of care to improve outcomes and reduce costs.
* **Regulatory Compliance**: Ensure that the Council discharges its statutory responsibilities in relation to children and young people, including compliance with relevant legislation and inspection frameworks.
* **Corporate and Adult Services Transformation**: Collaborate with corporate and adult services to align transformation initiatives and ensure cohesive service delivery across the Council.
* **Inspection Leadership**: Oversee the inspection lead post, ensuring that all services within the directorate meet regulatory standards and are prepared for inspections.

**Immediate Responsibilities:**

* Establish and lead the new phase of program delivery for the Transformation and Improvement Strategy.
* Deliver the implementation plan for service improvements and the reduction of service inefficiencies.
* Support the development of specialist services to further embed a culture of continuous improvement.
* Oversee the implementation of capital programs and the development of further plans for service enhancement.
* Lead the development and delivery of the high needs block recovery plan.

**You will deliver within the role through your:**

* Ability to lead the development and delivery of complex multiagency transformation programmes that demonstrate impact
* Ability to be creative and strategic in your approach, while balancing this with strong evidenced based decision making
* Confidence in understanding complex datasets and using data analysis to drive quality and service improvement
* Sound understanding of education and learning practice, credibility with education leaders, understanding of Ofsted inspection frameworks
* Demonstration of strong values and advocacy for children and young people
* Strong commitment to high quality and performance and the knowledge and skills to lead effective quality improvement across a large and multi-disciplinary offer
* Highly developed skills as a manager and leader with diverse experience of managing large teams and complex budgets, and successful leadership of change
* Commercial understanding and business acumen
* Ability to build and lead complex and diverse partnerships to deliver improved outcomes
* Strong Communication and negotiation skills to overcome real and perceived barriers to change and provide confidence when leading people through change