

Job Profile

Head of School Improvement (Head of Service/Programme Lead)

Grade: Reward Band 5

About the Job

As a member of County Council's leadership team, to lead on the design, development and delivery of a range of services for families or children and young people which will secure good outcomes for all Gloucestershire residents and ensure services provide excellent value for money.

Postholders will be allocated a specific assignment, which will change over time in line with the changing service agenda and to ensure flexibility in supporting excellent service delivery. This will be reviewed annually.

The post holder will be required to demonstrate the behaviours defined in the Council's competency framework for leaders and senior managers.

This is what we need you to do...

1. Provide inspirational and credible leadership, and proactively remove barriers to effective working across the organisation.
2. Communicate and influence by acting as a model of excellence for effective communication, developing and maintaining a strong customer focus culture.
3. Build relationships by promoting the Council and its policies positively through partnership working and through the external media.
4. Realise potential by ensuring that systems and policies are in place to create a culture of learning and sharing of knowledge across the organisation and its partners.
5. Provide clear vision, direction and innovation for relevant services and the wider organisation in order to shape current and future strategies for service delivery.
6. Champion and respond to the need for change by inspiring and developing an environment which thrives on challenge of the status quo and effectively leading change in direction and thinking
7. Harness diversity by recognising the importance of fully understanding the diverse community of employees within the Council and also within the communities they service
8. Make effective decisions, taking in wider perspectives and looking longer-term to formulate strategies that guide the organisational vision, being skilled in political and stakeholder consultative decision-making.
9. Achieve results by identifying the key areas of development required to achieve corporate objectives and to resolve potential conflict.
10. Achieve results through effective performance management, ensuring everyone has clear performance standards, encouraging and rewarding excellent performance and tackling poor performance.
11. Managing resources by ensuring quality and value for money in delivering the Council's services.

Special Conditions

The post will involve working out of normal office hours at times,
The post involves travel throughout the County.

Monitoring and ongoing development of outcomes

As part of the annual appraisal, outcome based targets will be developed in conjunction with the post holder and will supplement this job profile. The job profile will be subject to regular review and the council reserves its right to amend or add to the accountabilities listed above.

The ideal candidate will have...

Experience

- Management experience in sectors which have led to positive outcomes for children, young people and families
- Experience of effective working across organisational boundaries and use of influence within multi-agency settings which has led to improved outcomes for children, young people and families
- Experience of implementing strategies for service development which has led to quality improvement
- Experience of developing/leading changes in services and/or policies that have led to service improvements
- Experience of managing high performing and creative teams and services and successful experience of managing the range of personnel issues
- Experience of substantial successful financial management
- Experience of effective partnership work with parents, children, young people and families or institutions to develop and improve service provision
- Experience of working within a political framework and briefing elected members

Knowledge, Skills and Understanding

- Wide knowledge and understanding of national policies and the legislative framework affecting children, young people and families, and the wider local government and how these apply to local service developments
- Good knowledge and understanding of local needs and priorities of children, young people and families and how the organisation needs to respond
- Specific knowledge and experience of strategic and operational working in the area of accountability for the role
- Knowledge of Project/Programme management
- Negotiation skills
- Political sensitivity
- Ability to influence corporate strategies and plans

Behavioural attributes

- Demonstrates Gloucestershire Leader/Employee Behaviours.

Education & Qualifications

Essential

- Relevant management qualification or training
- Educated to degree level
- Relevant professional qualification in service to Children and Young People