

**Manchester City Council  
Role Profile**

**Deputy Strategic Director (Children's Services)  
Directorate for Children & Families  
SS4**

**Reports to: Strategic Director of Children's Services**

**Role Portfolio**

This role is a deputy to the Strategic Director of Children's Services. The role has a lead responsibility for ensuring that safeguarding of children remains a clear corporate priority and continues to be embedded into all aspects of service delivery, and leads the strategic development, planning and delivery of services to achieve improved outcomes for children, families, young people and carers.

**Key Role Descriptors:**

This role is a senior strategic management post within Manchester City Council and will provide visionary strategic leadership to a service or suite of services and to the wider organisation.

The roleholder will, through dynamic and effective leadership, deliver significant and sustained improvements to the quality and efficiency of public services so as to provide the most effective services and best outcomes possible for Manchester's residents and partners, and ensure that the city plays a full part in national, regional and sub regional activities.

The roleholder will drive linkages and greater coordinated working with partner organisations and on a national level to ensure that the authority delivers our key political, organisational and strategic priorities.

The roleholder will be a lynchpin in the implementation of the Public Service Reform agenda and will to work influence national decision making and improved outcomes for Manchester residents.

The roleholder will provide direct support to the Strategic Management Team, elected Members, Committees, services and other stakeholders on matters relating to their portfolio area, and will act as deputy to the relevant Strategic Director.

**Specific Role Accountabilities:**

Provide strong and accountable leadership, ensuring that safeguarding of children remains a clear corporate priority and continues to be embedded into all aspects of service delivery, both within the Directorate for Children & Families and across the wider organisation.

Lead the implementation of both national and local standards, targets for service improvement and national policy initiatives to ensure effective service delivery and improved outcomes for Manchester's children.

Accountability for city-wide service delivery which provides a holistic and joined-up approach to delivery and commissioning services targeted towards Manchester's children.

Lead the strategic development, planning and delivery of services to achieve improved outcomes for children, families, young people and carers in line with the Community Strategy, including setting and delivering key performance targets for the city population.

Oversee the development and delivery of a fully realised customer journey for Manchester's families in need, improving and driving partnership working across the public and private sectors and taking a strategic and proactive role in furthering Manchester's integration with health services.

### **Key Role Accountabilities:**

Accountability for a broad thematic area within the authority, with responsibility for the performance of relevant services and their delivery towards the organisation's vision and objectives.

Provide visionary strategic leadership to drive continuous and radical improvement for the organisation in line with corporate, regional and national priorities and initiatives.

Be a spearhead for organisational reform, driving forward transformation and ensuring that all changes are developed in line with national reform agendas.

Ensure that corporate requirements are consistently met, including for business planning, performance management, commissioning activity and budget monitoring.

Drive the development and delivery of long term business transformation activity that is widely owned and understood at all levels within the organisation.

Promote the effective integration of services with other functions across the authority to maximise their contribution to efficiency, service improvement and to the "one organisation" philosophy.

Ensure the authority has an effective strategic approach to the development and delivery of long term business transformation activity that is widely owned and understood at all levels within the organisation.

A champion for Manchester's *m people* ethos who embraces and promotes flexibility and change.

Personal commitment to continuous self development and service improvement.

Through personal example, open commitment and clear action, ensure diversity is positively valued, resulting in equal access and treatment in employment, service delivery and communications.

**Where the roleholder is disabled every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the**

**duties of the role. If, however, a certain task proves to be unachievable, job redesign will be given full consideration.**

## Behaviours, skills, and technical requirements

### Our Manchester Behaviours

- We work together and trust each other
- We're proud and passionate about Manchester
- We take time to listen and understand
- We 'own it' and aren't afraid to try new things.
- We show that we value our differences and treat people fairly

### Generic Skills

- **Leadership & Management:** Inspiring individuals, teams and services with their behaviour, communication and develop effective partnerships to have a shared vision for the City.
- **Strategic Thinking:** A strategic thinker, with the ability to identify critical issues and formulate programmes of work that respond to these issues and to oversee their effective implementation.
- **Policy Skills:** A strong track record in strategic policy analysis and strategy development in relation to economic, social and sustainability issues.
- **Analytical Skills:** Proven ability to critically evaluate and influence policy and strategy initiatives developed by national, regional, sub-regional and local stakeholders. Substantial record of achievement in policy analysis and development in relation to economic and social issues.
- **Communication Skills:** Ability to communicate effectively verbally, in writing and by the use of other media, including information technology, with colleagues, officers at all levels, elected Members, public, private and voluntary sector organisations.
- **Project Management:** Ability to influence, monitor and control the risk environment, both strategic and operational, through effective allocation of roles and responsibilities. Has ability to control risk on high value, complex and multiple projects.
- **Relationship Management:** Strong, visible and positive leadership and team working skills with a proven ability to forge and manage complex public and private partnerships to build positive working relationships, negotiate with and influence other partners and organisations.
- **Financial Management:** Ability to manage allocated resources effectively, delivering business performance and value for money.

### Technical requirements (Role Specific)

- A professional qualification and substantial experience of statutory children and family services
- strong understanding of the national policy context for local government, children and families
- Strong knowledge and experience of statutory frameworks relating to delivery of a safe, effective and efficient children's services.

- Demonstrable knowledge of service provision for adults and children and considerable experience of working in a social care setting
- In-depth knowledge and understanding of the structural, legislative and policy context within which the service operates and the strategic issues facing the authority (including public sector reform and large scale change).