Executive Director of Education and Children's Services

Job Description

Directorate:	Education and Children's Services		
Location:	County Hall, Preston		
Salary range:	£151,919 to £164,914	**Grade:**	Executive Director
Reports to:	Chief Executive	**Staff responsible for:**	The Education and Children's Services Directorate Leadership Team

Job Purpose

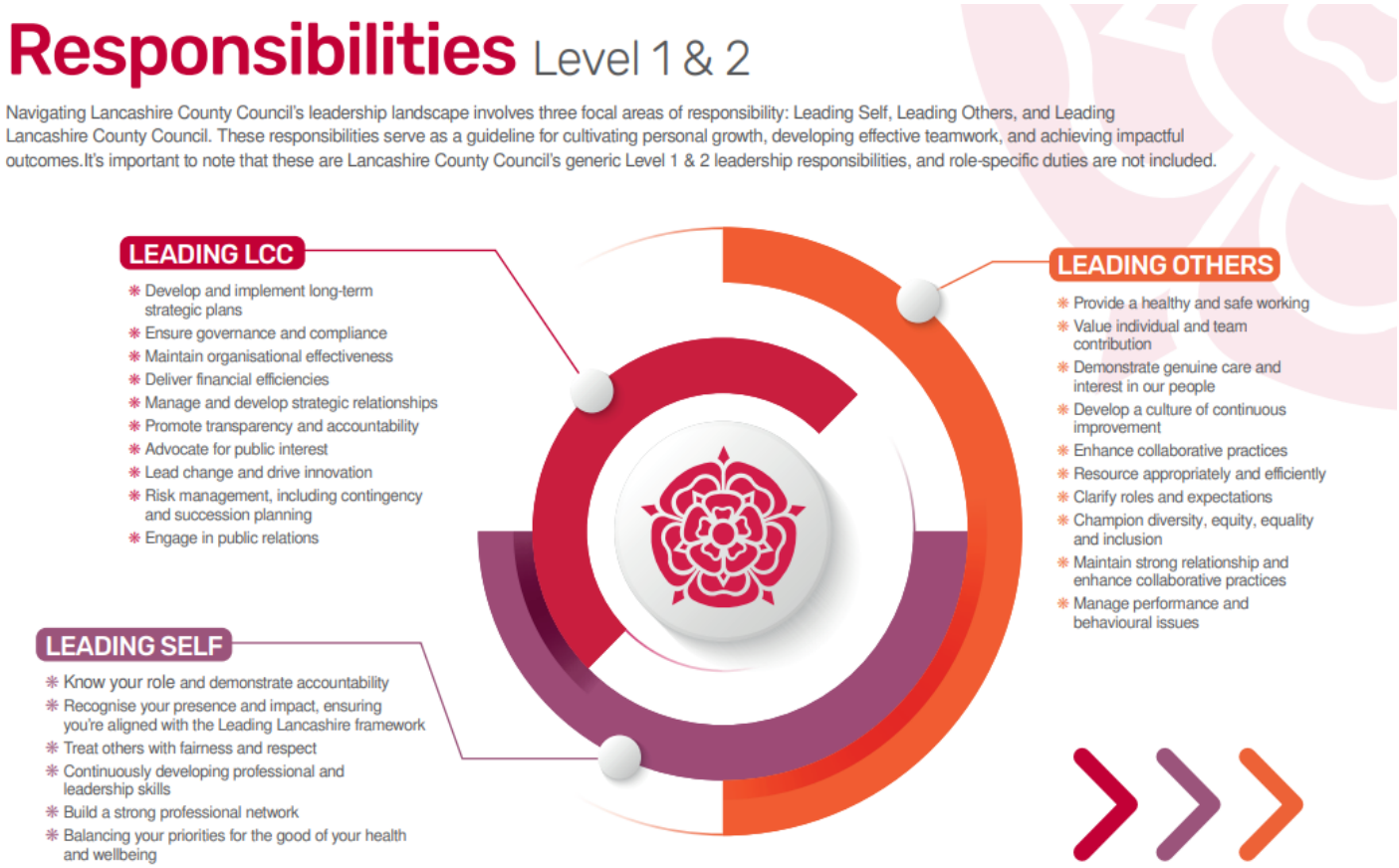
The Executive Director of Education and Children's Services is a critical role at Lancashire County Council, providing strategic leadership and vision to deliver the council's ambitions for children, young people and families. As a member of the Executive Leadership Team, the postholder will play a pivotal role in shaping and delivering corporate priorities, driving organisational improvement and contributing to the overall leadership and success of the council.

The role requires an inspirational and forward-thinking leader who can set a clear strategic direction, lead complex change and foster a culture of continuous improvement, innovation and high performance. Working across organisational and partnership boundaries, the postholder will ensure the council remains focused on achieving the best possible outcomes for Lancashire residents while maintaining strong governance, accountability and value for money.

The successful candidate will embody the council's core values of Supportive, Innovative, Respectful and Collaborative and demonstrate a strong commitment to the 'Leading Lancashire' leadership framework. Through visible, inclusive and authentic leadership, they will inspire colleagues, partners and communities to work together in delivering sustainable and impactful outcomes for the people of Lancashire.

Executive Director of Education and Children's Services

Leadership Responsibilities and Expectations



Role-specific accountabilities/responsibilities:

- Hold the statutory role for Children's Services; providing effective strategic leadership and professional guidance to the Council and Executive Leadership Team to ensure the discharge of all relevant statutory responsibilities, management of risk and assist the council to influence public policy.

- Contribute to a strong, cohesive and collegiate leadership team, role model the organisation's values and lead the delivery of a number of strategic, cross cutting initiatives that reach beyond the functional and operational remit of the role.

- Deliver strategic, decisive, influential leadership and direction to ensure the combined efforts of internal and external multi-agency services are effectively co-ordinated to deliver quality educational outcomes and secure safe, sustained and effective social care support, safeguarding and protection services for Lancashire's children and families.

Executive Director of Education and Children's Services

- Working in partnership with schools, colleges and employers to support the drive for high educational standards, achievement and opportunities for all children and young people and creating effective pathways into meaningful careers.
- Deliver inspiring leadership to create a culture of accountability that challenges the status quo and promotes a relentless approach to implementing solutions.
- Build a high performing senior team who gain leadership credibility by modelling the behaviours and performance standards expected of others and ensure they develop and maintain a motivated, performance focused workforce that is trained, professional, effective and committed to achieving successful outcomes and targeted objectives.
- Promote and support a learning culture which considers emerging practice, research and latest thinking to continually improve and innovate across all service areas.
- Develop corporate strategy, strategic business plans and delivery metrics whilst contributing to overall organisational strategy as part of the Executive Leadership Team.
- Ensure services are delivered and measured against internal and external objectives, performance targets and standards in order to achieve positive outcomes for children and families whilst driving out cost.
- Initiate, develop and influence positive external relationships with key stakeholders and partners on a local, regional and national level in line with organisational strategy and direction.
- Develop solutions to new and emerging issues within a challenging financial landscape and constantly changing political and economic contexts.
- Lead on developments that mitigate against significant risk on business and organisational strategies.
- Lead on external assessments, e.g. Ofsted, sector-led and Peer reviews.

Other

Equal Opportunities
We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety
All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Customer Focused

Executive Director of Education and Children's Services

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

Safeguarding Commitment
We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.

Skills Pledge
We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and numeracy if they do not have one already.

Our Values

We expect all our employees to demonstrate and promote our values:

Supportive
We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.

Innovative
We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.

Respectful
We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.

Collaborative
We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

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Person Specification

All the following requirements are essential unless otherwise indicated by *

Your ability to meet the job requirements will initially be assessed by the information provided on your application but further assessment will be undertaken at interview and, in some cases, by using other types of assessment(s).

Qualifications

Essential

- Educated to degree level in a subject related to the role or equivalent experience.
- Management or professional qualification.

Desirable

- Social Work qualification*.

Experience (all is expected to be at a senior management level)

- Extensive experience of leading, developing and maintaining successful children's services.
- Substantial senior leadership experience within education and/or children's services, with demonstrable experience of operating at or close to statutory Director of Children's Services level and a strong understanding of the full statutory responsibilities of the DCS
- Successful leadership, management and motivation of people and financial resources to deliver service objectives across large and complex multi-disciplinary delivery teams.
- Experience of successful major service change that delivers improved outcomes at reduced cost, with evidence of innovative and transformational thinking and the achievement of more affordable models of service delivery.
- Extensive experience of partnership and collaborative working to deliver continuous service improvement designed around the needs of the user.
- Developing strategic solutions and outcomes to meet statutory requirements, regulations, improved service standards and in response to existing and emerging priorities.
- Experience of operating within, and managing, an area of significant risk, exercising considerable judgement and authority whilst mitigating against the risk.
- Experience of operating sensitively in a political environment, developing relationships with all members gaining respect, trust and confidence.

Essential knowledge, skills & abilities

- Extensive knowledge and understanding of local government and of the areas of responsibility.

- Ability to set clear direction, goals and a culture of high aspirations to develop and implement strategic objectives.
- Ability to demonstrate a high level of motivation, personal resilience and focus in order to ensure the delivery of excellent services.
- Ability to influence, develop, motivate and change behaviour to achieve results through the effective leadership and management of people, financial resources and systems.
- Ability to build, maintain and influence effective working relationships both internally and externally with key stakeholders and partners.
- Ability to understand the market(s) within which services are delivered and take a commercial approach to negotiations and business relationships.
- Strong options appraisal and cost benefit analytical skills to provide critical and decisive direction and judgement.
- Highly developed interpersonal and communication skills.
- Ability to work collaboratively, as part of the Executive Leadership Team, and take shared responsibility for organisational performance.

Personal Attributes

The Lancashire Mindset
Demonstrate Growth, Ownership, Optimism, and Positive Impact in all actions and decisions.

Values-Aligned Capabilities and Behaviours
Reflect the council's core values through supportive, innovative, respectful, and collaborative practices.

Other Essential Requirements

- Commitment to fairness, equality and inclusion.
- Commitment to health and safety.
- Display the council's values and behaviours at all times and actively promote them in others.
- This is an essential car user post
  You will be required to provide a car for use in connection with the duties of this post and must be insured for business use. In certain circumstances consideration may be given to applicants who, as a consequence of a disability, are unable to drive.