



Job Description

Trust 2025 Programme Leader

Job Details	
Grade	GR7
Job Evaluation Number	A89
Number of Posts	1
Department	Children and Families Directorate
Reporting to	The Programme SRO, Chief Executive of the Trust

Who Are We?

We are Birmingham Children's Trust.

'Working Together to make Birmingham the greatest city to grow up in.'

The sole purpose of Birmingham Children's Trust is to make a positive difference for children, young people and families in the city, by driving up the quality of practice and partnerships across the city and its services.

Every employee from Family Support and Social Workers to Finance and Legal, work together to make a positive difference to children, young people and families. We are one team, and each have an important role to play in achieving the Trust's objectives.

Birmingham Children's Trust Leadership team comprises of six Executive Directors who are responsible for leading and managing the Trust to be an autonomous and high performing organisation.

Our Vision:

Our vision is to build a Trust that provides excellent social work and family support for and with the city's most vulnerable children, young people and families.

We will do this:

- with compassion and with care.
- through positive relationships, building on strengths.
- in collaboration with children, young people, families and partners.
- by listening, involving and including.
- in ways that are efficient and deliver value for money.

Success will mean significant progress towards these outcomes:



- healthy, happy, resilient children living in families.
- families able to make positive changes.
- children able to attend, learn and achieve at school.
- young people ready for and contributing to adult life.
- children and young people safe from harm.

Our Values

ONE TEAM
ACCOUNTABILITY AND RESPONSIBILITY
QUALITY AND INNOVATION
RELATIONSHIPS
HIGH SUPPORT HIGH CHALLENGE

Portfolio Responsibilities

Providing strategic leadership for the Trust 2025 Programme, which will determine the Trust's optimal operating model. Enabling the Trust to deliver the best outcomes for children and young people. Driving continual improvement and provide the system conditions for Connections Count.

Key Responsibilities

Playing a key role in the collective leadership of the Trust. Providing the constructive leadership needed to create the conditions for success and working across organisational boundaries. Collaborating with cross-functional teams to ensure alignment and successful execution of programme initiatives.

Leading the effective programme leadership and guidance to ensure that cross-cutting and service-related projects achieve desired outcomes.

Driving inspirational and constructive leadership to the Programme Team, to ensure high performance within a matrix-based operating model.

Leading the facilitation of change and innovation, building a working culture that encourages innovative, smart and collaborative working.

Leading the development and implementation of the Trust 2025 programme to achieve strategic



objectives.
Ensuring services are challenged, supported and enabled to deliver pilots and engage in testing of alternative service models.
Seeking service user feedback and uses data to quality assure and propose improvements to services.
Leading programme plans that align to strategy, ensuring that the resources within the team are used to best effect and impact.
Using the Trust's resources to secure the best outcomes for children, young people and families within the resources available.
Ensuring that the best use is made of financial resources and achieves balanced budgets and income and savings targets, as required.
Embedding co-production with service users, prioritising the views and experiences of children and young people in all the work of the programme.
Embedding co-production with staff in all the work of the programme, using a range of methods to achieve maximum engagement and communication.
Building excellent working partnerships across the public, private and voluntary sectors. Enabling the service to be delivered in an outcome-focused and efficient way.
Promoting community cohesion and the Trust's commitment to valuing diversity, ensuring the development and implementation of effective social inclusion.
Embedding new approaches to ensure a strategic approach to sustainability.
Networking widely to draw on best practice and cutting-edge innovations from across the pathfinder authorities.
Leading robust and proportionate programme methodology and practice. Ensures effective control, monitoring and benefits management that holds people to account for delivery.
Working with the Trust's leadership, advising, developing ideas and providing constructive feedback with support.
Translating the Trust's strategic ambitions and priorities into action. Develops well-defined programs, projects and plans accompanied with the right capacity, capabilities, and resources to deliver better outcomes at pace.
Articulating a clear and compelling vision of change that staff understand and relate to so to play their part in delivering.
Leading by example, acts as a role model of the Trust's values and leadership



behaviours to drive behavioural change in others.	
Providing leadership, coaching and guidance to members of the team. Having oversight of the teams work and continually reinforcing and role-modelling an effective and robust program and project management culture.	
Driving the development of an accountability culture across the organisation. Enabling all staff members to turn ideas into tangible deliverables with evidenced impact.	
Interpreting national and local guidelines, legislation, policies, procedures and statutory frameworks. Reviewing local procedures and working practices in a way that allows creative and innovative solutions.	
Contributing to the drafting of relevant reports as required.	
Ensuring that knowledge is transferred and embedded. Delivering programme outcomes and benefits that are sustained so the Trust can continue to develop and improve in the future.	
Working creatively to ensure the development of new, flexible creative and innovative services.	
Participating in training and development courses where necessary.	
Carrying out duties in line with the provisions of legislation including health and safety, data protection, equal opportunities and customer care policies.	
Working in line with the Trust's values showing commitment to improving the lives and opportunities of children, young people and families. Demonstrating respect and fairness, taking ownership, working towards doing things better.	
Managing and providing regular supervision to the Workstream Leads. Identifying risks to mitigating and resolving issues. As well as undertaking supervision and management of staff when required.	
Ensuring that appropriate levels of emergency planning and business continuity management preparedness are in place for the service. Making sure that teams are appropriately briefed on their roles in an emergency.	
Undertaking alternative, additional or ancillary duties from time to time.	
Undertaking any other work appropriate to the level and general nature of the post's duties.	

Key Information

Is Safeguarding Check needed?

Not Required



Will this position have Line Management Responsibility?	Yes
Post Title	Number of Posts
Workstream Leader	4

Person Specification

Essential Criteria		
Method of Assessment (M.O.A): Application Form; Work Based Exercise; Interview; Qualifications; Presentation		
Experience	AF/I	Have an in-depth knowledge of the highly complex operational and strategic challenges facing Children's Services. Both locally and nationally.
Experience	AF/I	Have experience of establishing and leading a change programme. Developing a coherent vision, defining the value proposition and evidencing impact.
Experience	AF/I	Have significant experience of achievement in leading and managing outcome focused services in Children's Social Care.
Skills	AF/I	Have exceptional leadership skills, modelling agility and adaptability of mindset. Be able to build a robust performance culture as well as achievement, confidence and skills in others.
Skills	AF/I	Be a driven, articulate and numerate leader. Use insight and sector awareness to address the status quo and drive ambition.
Skills	AF/I	Demonstrate the ability to engage, support, and collaborate with all stakeholders. Including staff, partners, public sector, community organisations and elected members.
Skills	AF/I	Have the ability to think laterally to develop creative solutions to emerging issues and mitigate risks.
Skills	AF/I	Have the ability to fulfil all spoken aspects of the



		role in English. As per Part 7 of the Immigration Act 2016
Skills	AF/I	Have a clear understanding and commitment to equality, diversity and inclusion matters. Promote anti-discriminatory practices and behaviours.
Education	AF/I	Have significant experience in Organisational leadership and delivering successful transformation programs.

At Birmingham Children's Trust, we are dedicated to safeguarding and promoting the welfare of children and young people. We expect our staff to create an environment and culture that promotes equality, diversity, and inclusion and advocate for anti-discriminatory practices and behaviours.