



Assistant Director – Corporate Parenting

Job Details	
Grade	Assistant Director
Number of Posts	1
Department	Corporate Parenting
Reporting to	Director of Corporate Parenting

Who Are We?
<p>We are Birmingham Children's Trust.</p> <p>'Working Together to make Birmingham the greatest city to grow up in.'</p> <p>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.</p> <p>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 Trusts objectives.</p> <p>Birmingham Children's Trust Leadership team comprises of six Executive Directors: Chief Executive, Director of Help & Protection, Director of Corporate Parenting, Director of Quality Assurance, Director of Commissioning and Director of Finance & Resources.</p> <p>The post holder will be responsible for leading and managing the Trust to be an autonomous and high performing organisation, ensuring services are aligned to deliver the Trust's strategic objectives, business plan and providing expert advice.</p> <p>Our Vision and Values:</p> <p>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.</p> <p>We will do this:</p> <ul style="list-style-type: none">• 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.

ONE TEAM

ACCOUNTABILITY AND RESPONSIBILITY

QUALITY AND INNOVATION

RELATIONSHIPS

HIGH SUPPORT HIGH CHALLENGE

Key Responsibilities

As the Assistant Director for Corporate Parenting, you will lead and direct work and practice to improve positive outcomes for children and young people in Birmingham. By providing strategic leadership, vision and direction you will help contribute to the overall organisational development of the Trust to achieve a culture that promotes equality of opportunity; celebrates cultural diversity and inspires a sense of purpose and ownership of the Trust's priorities and seeks to improve all aspects of performance.

You will actively listen to stakeholders and the voices of children, young people and their families to help support children to remain safe at home, to attend and achieve at school and remain out of the criminal justice system.

Key responsibilities include:

- Build effective partnerships with and between local agencies including the voluntary and community sectors in order to focus resources jointly on improving services and outcomes for children.
- To drive rigorous quality assurance and ensure adequate preparation for inspections by the regulator.
- To be an ambassador for the Trust through a commitment to effective partnership working
- Ensure a representative cross section of children and young people are involved in determining planning and evaluating services delivered on their behalf.
- To provide expert technical advice/briefing to the Trust Leadership Team, Board Members, as relevant to your service area or strategic responsibility.
- To provide support and expert advice to the relevant Boards/Partnership fora, including the duties and functions of Boards/fora as they pertain to your role.
- Drive to integrate service delivery, changing the way we organise, commission and deliver



services, especially in how front-line staff from different disciplines and organisations work together.

- Help support in achieving the priorities of the Trust (-ensuring children we care for are living in family based care and permanence is achieved in timely manner improving engagement and in learning and achievement in education and reducing health inequalities).
- Effective budget management.
- Manage risk through ensuring our services have a relentless focus on child protection, and that these services are of the highest quality.
- To secure, determine and deploy resources in accordance with priorities.
- Promote, lead and implement change and continuous improvement programmes improving service quality and creating performance cultures that drive up standards and performance.
- To investigate complaints and disciplinary matters in accordance with Trust procedures.
- Understand political processes and manage politically sensitive issues.
- Ensure Health and Safety requirements are met in your area of responsibility.
- Provide a robust outcome and planning-driven approach to improvement.
- Commission and deliver services and interventions that are evidence based and proven to work.
- Take responsibility for ensuring the Trust achieves its plans and priorities by promoting an appropriate culture, empowering others and demonstrating high standards.
- Make effective use of technology and interpersonal skills to ensure that information and ideas are clearly and meaning fully relayed to a variety of audiences.
- Recognise that people and successful people management is the key to success in achieving the organisation's aims and objectives.
- Create an environment that enables people and resources to work to their full potential.
- Apply systematic and rigorous approaches to achieve success in defined areas of work.
- Develop partnerships and networks to resolve problems, implement policies and improve services.
- Manage effectively and efficiently all financial and physical resources to fulfil the organisations objectives.
- Provide in depth analysis on the needs that will help us secure the services children and families really need to help support them.
- Undertake any other work appropriate to the level and general nature of the post's duties.

Key Information

Is a Safeguarding Check needed?

- Enhanced

Will this position have Line Manager Responsibility?

- Yes

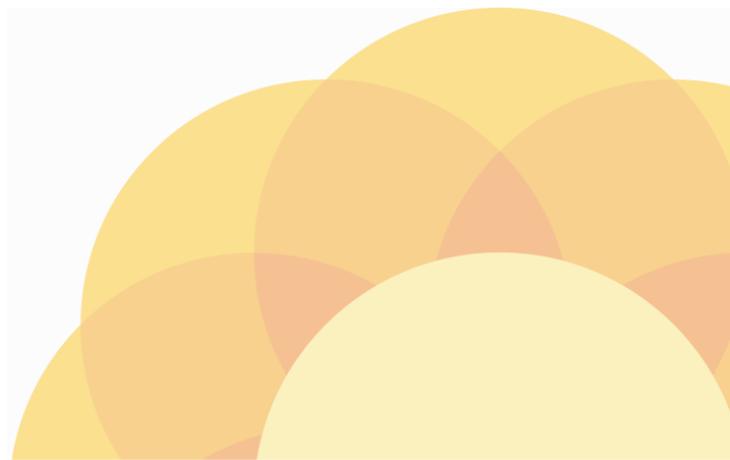


Person Specification

Essential Criteria		
Method of Assessment (M.O.A): Application Form; Work Based Exercise; Interview; Qualifications; Presentation		
Education	AF/Q	Evidence of qualifications must be provided prior to start date. Recognised Social Work qualification; Registered with Social Work England (SWE); Management qualification, or significant management experience.
Experience/Skills	AF/I	Ability to develop own personal networks
Experience/Skills	I	Ability to manage own resources and professional development
Experience/Skills	AF/I	Experience of working with regulatory bodies such as Ofsted etc
Experience/Skills	AF/I	Experience of working in a fast-paced, service lead environment
Skills	AF/I	Evidence of budget management
Experience/Skills	I	Evidence of managing a team, and people processes.
Experience/Skills	I	A robust outcome and planning-driven approach to improvement.
Experience/Skills	AF/I	Able to communicate effectively at all levels both orally and in writing, including presentation skills, with the ability to

		effectively communicate complex ideas and information to a wide range of audiences.
Skills	AF/I	Ability to develop reports and analyse information to support business delivery
Skills	I	Excellent prioritisation and organisational skills, ensuring delivery against key deadlines and targets
Skills	I	Demonstratable skills in leadership, mentoring and coaching
Skills	I	Have a clear understanding and commitment to equality, diversity, and inclusion matters.
Skills	I	Have a clear understanding and ownership of Health & Safety

At Birmingham Children's Trust, we are committed to creating an environment and culture that promotes equality, diversity, and inclusion; making sure the Trust is a place for people to be their best, authentic selves. As a Disability Confident Committed Employer, we take positive action to ensure people living with a disability or a long-term health condition feel supported. Candidates who inform us of a disability on their application form, who meet the essential criteria will be shortlisted for an interview. The Trust is committed to Safer Recruitment practices, further information can be provided on request.





BIRMINGHAM
CHILDREN'S TRUST

