



Director of Children, Young People and Families

Recruitment Pack

Director of Children, Young People and Families (NCC Band 17)

Thank you for your interest in the role of Director of Children, Young People and Families. Within this information pack you will find details of the role and the selection process to assist you in completing and tailoring your application.

We are looking for an exceptional individual to lead as our Director of Children, Young People and Families, with a focus on our Children's social care, shaping our future and ensuring we are a Children's Service that puts our children and residents first.

Children's Services in Northumberland encompasses all our services for Children's Social Care, Young People and Families and Education SEND and Skills, with two Directors reporting to the Executive Director. In a recent (January 2024) Local Government Peer Review, our children's services have been described as innovative and are currently rated GOOD in the Inspection of Local Authority Children's Services Framework (January 2020) and our Youth Justice Service has been rated 'Good' with 'Outstanding' features (April 2023).

A focused Ofsted inspection in July 2022 supported the key strengths of the services and an Ofsted thematic review participation in August 2023 confirmed that 'we know our children and services well'.

There's lots to be proud of here in Northumberland, but there's still more we want to do for our children, young people and their families. If you believe you can make a difference to children, young people and families in Northumberland, we welcome your application.



About the role of Director of Children, Young People and Families

We're looking for someone to lead, steer, develop and manage services relating to Children's Social Care and Young People Services to deliver the Council's key corporate and partnership priorities. You will play a full and positive role as a member of The Council's Senior Management Team ensuring the delivery of effective strategic direction, leadership and resource management (people, finance and other assets) to secure the delivery of public services across Northumberland.

This role will support the Executive Director as the Council's Statutory Director of Children's Services. On behalf of the Executive Director, you will lead on provisions, commissioning and delivery of services and initiatives that understand and address the needs of children, young people and their families and carers, especially vulnerable children and young people.

The post holder will be expected to deputise for the Executive Director if requested and undertake the Deputy Director of Children's Services role when required. As requested by the Executive Director, you'll lead work with key partners across the health, care, regulatory and education sectors. This ensures efforts are aligned and operating cohesively to maximise the opportunities and potential of all children and young people across the county. It also ensures robust arrangements are in place to protect and safeguard vulnerable children and young people.

Our ideal candidate will lead by example and foster a culture, both within the directorate and across The Council, that engages all staff and partners in the development and delivery of services meeting residents' needs and expectations. This will involve leading cross-council initiatives to make the best use of individuals' strengths and foster collaboration across the whole organisation.

As a Senior Director and Deputy Chief Officer, you will ensure that effective governance and assurance processes are applied in all activity as set down in the Constitution and Council policies and procedures. This safeguards the Council's financial and statutory duties and demonstrates public accountability and scrutiny of its decision-making processes. Additionally, you will be required to discharge the functions within the portfolio's remit regarding the decision-making framework.

A Land of Great Opportunities

Choose Northumberland

Northumberland is a land of great opportunities. With stunning landscapes, spectacular castles, picturesque market towns and a beautiful coastline, it offers a unique backdrop for those wanting a career in children's social care.

We are proud to call ourselves the place for prosperity and innovation and we are a county that boasts international leaders in industry, investment-ready locations, welcoming communities, a rich history and proud heritage, and globally significant tourist attractions, culture and landscapes.

Our communities are vibrant and welcoming with distinctive characteristics, culture and heritage, and together we are working towards a cleaner, greener, sustainable environment.

Whether you enjoy surfing at the coast, eating at top-rated restaurants or experiencing vibrant nightlife, we believe there's no better place to live and work.

Choose Northumberland County Council

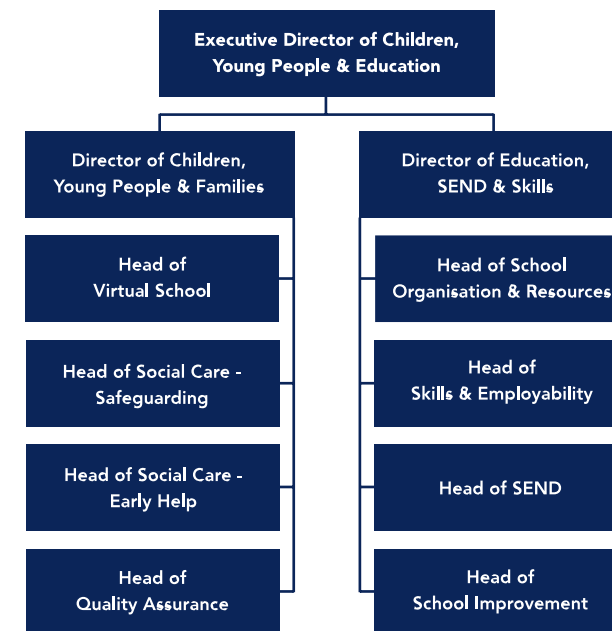
Northumberland County Council is on an extensive transformation journey and as a key member of the Senior Leadership Team, this is an opportunity to be a part of this and set and deliver key priorities in one of the largest geographical counties in the UK.

Recently we have seen some tremendous developments which have

cemented our position as a council that delivers. A devolution deal for the North of Tyne Combined Authority (comprising of Northumberland, Newcastle and North Tyneside Councils) has brought a raft of additional funds and powers to the county.

We have secured a £345m Borderlands Inclusive Growth Deal which brings together the Government, partners and the five cross-border local authorities. It is an exciting time for change in Northumberland, and our ambition for growth reflects this.

Children, Young People and Education Structure Chart



Choose Children's Services

We are dedicated to supporting families in Northumberland to help them lead happy and healthy lives. Our commitment is to provide every child with equal opportunities, to enjoy a stable and happy home, access quality education and thrive.

We are one of only 14 local authorities who are part of a pioneering trailblazer Family Hub programme. Family Hubs exist to support our children, young people and their families through a wide range of support. Through collaboration with partners, we are able to give the right support at the right time whether that is supporting parents to access newborn services, allowing children to play and interact before attending school, or offering our young people some mental or physical wellbeing support.

As part of this offer our Northumberland Supporting Families Partnership also aims to help families facing problems, by providing thorough and intensive support through existing services such as Early Help or social work. The approach is about working with the whole family, at the strengths of each family, what each family finds challenging and what changes can be put in place to improve family wellbeing.

We are funding a multi-million-pound investment in schools across the county as part of the council's largest-ever capital programme; with over £100m channelled into transforming education and learning facilities for young people now and for generations to come.

Our children's services investment includes opening six new children's homes in Northumberland. First to open will be the new Pegsworth House in Pegswood which will provide an exceptional family-focused

environment where up to four children and young people can feel safe and thrive. Six smaller satellite homes will follow – offering young people the chance to develop more independent living skills as they prepare for adulthood.

Our Youth Justice service, aligned with our Adolescent Service has recently been recognised as Good with Outstanding features. Through a trauma-informed, whole-family approach the service works with young people aged 10 to 19 with the aim of preventing them from offending, reoffending, and supporting them to engage in activities to fulfil their potential.

Through a multi-agency approach Northumberland Children and Adults Safeguarding Partnership (NCASP) has been formed to support the Statutory Safeguarding Partners and Relevant Agencies to fulfil their responsibilities for safeguarding and promoting the welfare of children and adult with needs for care in support, and to ensure the effectiveness of safeguarding practice in Northumberland.

And to ensure our 'looked after' children have the best opportunities in life we work collaboratively with partners to ensure they are supported in the right way, whether this is through our fostering or adoption service, residential care, children's home or our virtual school. We aim for every child or young person be given that start in life they deserve.

Our focus is on delivering excellent services that are child-centred, collaborative, responsive, value-driven, and reflective. We work 'with' families not 'to' and are strong believers in empowering families to find their own solutions.

Our Senior Management Core Competencies

- Working with Partners
- Serving Our Communities
- Working within the Political Arena
- Delivering Excellence
- Focusing on the Future
- Building Shared Visions and Values
- Strengthening Corporate Leadership Capacity
- Promoting and Facilitating Change

Additional information can be found under the corresponding section in the Job Description.

Our Values



People First

We provide services to our people (residents, colleagues, members, partners, visitors and businesses) through lasting, genuine relationships that make a positive difference to their lives and their communities. We listen and understand our people's needs and put them at the heart of our decision making.



Excellence

We strive for the highest quality delivery of our services. This means being accountable for our actions and delivering on our commitments. We share and celebrate what works, are open and learn from what doesn't and take pride in continually improving.



Resilience

We have robust controls, practices and support in place to protect our residents, our colleagues and our communities and empower them to thrive and live well. We are committed to acting sustainably in order to drive the right impact, over the long term, whilst ensuring best value for money.



Respect

We are committed to building a trusting, caring and supportive environment for all our colleagues and communities. That means we are there for each other, act with empathy, value differences and encourage others to express themselves in order to collectively achieve our common goals. We treat others as they would wish to be treated.

Interview arrangements and provisional timetable

The indicative timetable is as follows:

Advert opens: 27th March 2024

Advert closes: Midnight on 11th April 2024

Shortlisting: 15th April 2024

Assessment Centre: 24th April 2024

(including formal interview with presentation and staff panel interview).

Preferred Candidate Notified: w/c 29 April 2024

Appointment confirmation will be subject to Staff & Appointments Committee and full Council approval

Relevant Documentation and Information

Job description and Person Specification can be found at:

nland.cc/DirectorOfChildrenYoungPeopleAndFamilies

Working for Northumberland County Council nland.cc/WorkingForNCC

Additional Information and Appointment Arrangements

Rate of Pay

The rate of pay relates to NCC Senior Pay Grades.

Applications

All candidates must complete a Northumberland County Council application form. This is available via the job posting on

nland.cc/DirectorOfChildrenYoungPeopleAndFamilies

Applications must be received by midnight 11 April 2024.

Employment References

Please include name, address and telephone number of two referees. Candidates should state their relationship with each referee.

Employment references will be taken up for the successful candidate only. If candidates wish to be advised before we contact their referees, this should be indicated clearly beside their names.

Evidence of qualifications

Candidates will be required to bring evidence of their qualifications to the assessment day if shortlisted.

Occupational Health

The successful applicant will need to satisfy the requirements of the role. Any offer of employment will be subject to passing occupational health clearance.

Disclosure and Barring Service Check

Due to the nature of these posts, they are exempt from the Rehabilitation of Offenders Act 1974 and convictions, whether spent or unspent, must be declared.

Immigration, Asylum and Nationality Act 2006 – Prevention of illegal working

Candidates must be eligible to work in the UK. The successful candidates will be required to provide original evidence of his/her eligibility to work in the UK. Further guidance will be made available to short-listed candidates

Making your application

This pack should provide you with the relevant information you need to make an application, however if you require further information or wish to discuss any aspect of the advertised role, please contact us for an informal professional discussion using the following details:



Audrey Kingham
Executive Director
Children, Young People
and Education

on 01670 622742 or
Audrey.Kingham@Northumberland.gov.uk



David Street
Director of Education,
SEND and Skills

on 01670 622744 or
David.Street@Northumberland.gov.uk

If you feel that you have the drive and appetite to join our team on this exciting journey, we would welcome an application from you.



Northumberland
County Council

Land of Great Opportunities