



Job Title:	Executive Director, Social Care & Education
Function:	Social Care & Education
Document Date:	December 2016
Grade:	A

Job Purpose

This unique role is for an experienced and future focussed systems leader who can influence and respond to future challenges of Social Care and Education, in particular the need to achieve greater collaboration and Health and Social Care integration to deliver improved outcomes.

Providing inspiring leadership to Adult Social Care and Education Services to ensure effective collaboration and the best possible opportunity for all adults, children and young people to succeed, thrive and reach their full potential. A key element of this role is to raise the council's profile nationally, to influence the Social Care and Education agenda and to highlight the leadership role that Essex has in the local government sector.

Holding a complex and divergent remit with conflicting challenges, it will require the ability to be innovative and resourceful including the maximisation of digital solutions. In the context of increasing demands within a challenging financial environment this role will influence all aspects of the system to become more sustainable.

This role will oversee the development and embedding of commissioning as a capability, promoting innovation, whole system thinking and specifically develop the role of the community voluntary sector as commissioning partners in terms of our prevention agenda. Sharing of best practice within the organisation and across the system will be an important element of this role. Key to this will be engagement with Members and strategic partners to develop a shared understanding of 'sector leading' commissioning.

Organisational Accountabilities

This role is currently part of the Corporate Management Board (CMB), and is accountable for the overall success of the organisation, for demonstrating visible and collegiate leadership across the council.

Using insight and expertise to provide advice at CMB to the Chief Executive, Executive Directors will work together to bring the organisation's vision and strategy to life with Cabinet, partners and employees at all levels.

Provide authentic, systems leadership and direction to the organisation by creating a vision and strategy for their portfolio, through acting as a role model for our leadership behaviours and culture across the organisation.

Accountable for creating and proactively leading change initiatives which support our longer term vision.

Working collaboratively with the Member portfolio holder(s) to agree the strategy and approach to the delivery of services, including reporting on service performance.

Working collaboratively with senior politicians and colleagues to identify sound commercial, digital and innovative outcomes to meet our ambition and support the delivery of best possible outcomes for our service users.

Accountable for development of productive and purposeful networks and partnerships to enable Essex to meet the most complex social and economic challenges. Ensuring equality and diversity is considered as part of all decisions undertaken.

Accountable for effective deployment of agreed finance, people and other resources demonstrating value for money, with statutory and financial obligations.

Service/Functional Accountabilities

Develop the vision for provision of services to adults, and education in Essex, in conjunction with partner agencies, maximising digital innovation.

This role is the Deputy Director Children's Services on behalf of the council and responsible for the statutory role of Director Adults Social Services.

Accountable for the strategy and commissioning of required outcomes for education and adult services.

Responsible for influencing the national Government agenda on the future of education to deliver improved educational outcomes for Essex.

Lead a systems wide approach across the education and adult functions to share expertise, best practice and resources.

Taking an international, national and regional perspective, to influence and challenge the future development of national education and social care policy and strategy. Acting as an ambassador and advocate for the council.

Lead the development and delivery of shared priorities with senior, multi-agency partners to support the delivery of health and social care integration and other agendas.

Develop a centre of excellence to grow commissioning capability, innovation and sharing of best practice across social care. Working in collaboration with the Director, Organisation Development and People in the development of a learning strategy and culture which enhances the commissioning capability of the organisation.

Responsible for matrix working with the Executive Director, Children & Families with a shared accountability for Education.

Lead on the delivery of efficient and effective services to service users and stakeholders within this portfolio, listening and responding to their needs where possible whilst ensuring services are configured to reduce demand.

Budgetary accountability to be finalised.

Delegated functions as detailed in the council's constitution (and as amended from time to time).

Specific individual and shared targets and objectives are defined annually within the performance management framework.

Skills, Knowledge and Experience

Relevant professional qualification required to fulfil the role of Deputy Director for Children's Services on behalf of the council.

Evidence of continuing professional development and expert knowledge in relevant professional area.

Proven leadership skills and behaviours which have the ability to positively drive culture, focus on results and forge a strong team from diverse backgrounds to achieve strategic objectives within a rapidly changing and ambiguous environment.

Proven communication skills with an exceptional ability to develop networks and partnerships, influence both strategically and corporately in a complex organisation with senior stakeholders and partners, across government and nationally.

The ability to set top level strategy, vision and direction while managing conflicting priorities.

A deep understanding, gained through significant experience, in delivering value for money services in a complex and diverse organisation.

Strong project management and commercial experience from delivering projects at scale, working with supply chains and partners, with evidence of a clear understanding of the financial responsibilities associated with major programmes.

Experience of creating and proactively leading change initiatives in a complex environment.

Leadership Behaviours/Professional Competence

Acts Strategically

Inspires - Displays a passion for making a difference. Creates and shares an ideal image of what we can become and motivates others to see exciting possibilities for the future.

Innovates - Thinks radically, takes risks and is prepared to make mistakes when looking for new ways to improve services. Sees disappointments as learning opportunities. Seeks opportunities to challenge and change the status quo.

Engages People

Enables - Builds energised teams and recognises contribution. Creates an atmosphere of trust, respect and dignity so others feel able to experiment with new or innovative ways of working.

Collaborates - Creates and develops networks and involves others to first understand their point of view and then join together in a common purpose. Crosses internal and external organisational boundaries to improve and deliver shared solution and services in ways that achieve mutual gain.

Achieves Results

Delivers - Develops a quality service by valuing and modelling professional excellence and expertise to enable the delivery of commercially, financially viable services. Takes into account diverse customer needs and requirements.

This role is politically restricted - please refer to Politically Restricted Posts policy and guide: ECC politically restricted posts for full details.
