



Role Title	Assistant Director – County Services
Reference Number	OCCGR19006
Service	Children's Services
Function	Children's Social Care
Reports to	Deputy Director – Children's Social Care

Role Purpose

Lead a service function, ensuring your teams deliver the strategic and operational priorities of the service and play a key role in business planning and continuous and innovative improvements.

Accountable for delivery, effectiveness, corporate support and community outcomes, the role is critical to the achievement of change and performance. The focus is on driving performance by translating strategy into successful service delivery that delivers excellence for the residents of Oxfordshire.

Responsible for driving OCC's [Delivering the Future Together \(DTFT\)](#) values, being a role model within and throughout the organisation as organisational leaders, to deliver excellent services to Oxfordshire's residents. Delivering the Future Together, is our ambitious transformation programme enabling the organisation, to be an employer, partner, and place shaper of choice. Lead on OCC's value of ['daring to do it differently'](#), as the organisation continues to strive to do better.

Corporate Accountabilities

- Work with other senior leaders to drive forward continuous and innovative improvements and ensure delivery of its priorities and value to residents.
- Work with other senior leaders to shape and develop a high performing and inclusive organisation, delivering an excellent service for the residents and communities through an ambitious, integrated, and successful service/function(s).
- Work corporately to remove barriers and enable employees to be entrepreneurial and innovative, and work with stakeholders across departmental and organisational boundaries to co-design inclusive and joined-up services that are efficient, effective, and meet the requirements of residents and communities.
- Contribute to developing the workforce plans for the service, ensuring effective initiatives are implemented in alignment with the service priorities and our people and culture strategy.
- Lead a team of high performing colleagues, ensuring managers create a positive and inclusive working environment that creates a culture of trust, collaboration, and ambition where all belong, thrive and perform at their best to deliver excellent services to our residents.
- Lead and model continuous improvement in the council through considerable change and transformation across services, while ensuring continuity in performance, financial sustainability, and compliance of any statutory and wider operational obligations.
- Align the work of the function with wider service delivery priorities and business plans and contributing to delivery of Oxfordshire's strategic plan to ensure delivery of high-quality services to our residents.
- Identify developments in the sector and beyond, creating innovative new approaches that illustrate an understanding of the 'system wide picture', anticipating future issues and positively challenging current thinking.
- Develop trusted and effective relationships with a range of stakeholders including business, government agencies, community, local authorities, and community planning partners at both local and national level.
- Act as a leader, creating an environment in which the county council can jointly design, commission (if required), and deliver outcomes with partners, by unlocking barriers and monitoring the success of these partnerships.



- Where appropriate, support the Cabinet and Members in translating their political objectives and priorities into coherent initiatives to enable the delivery of services across Oxfordshire, working within the appropriate governance structures.
- Manage the service budget ensuring financial sustainability.
- Deputise for the Deputy Director – Children's Social Care as required.

Portfolio Accountabilities

- Operational and strategic management of approximately c.350 staff across approximately six plus teams, with distributed geographical and county wide areas. Spanning six high profile, high risk, distinct services that follow regulatory functions, including line management of regulatory individuals (Heads of Service) for Residential, Edge of Care, Fostering, Adopt Thames Valley, Supported Accommodation, House Project and Pause.
- To ensure services and decision making / actions are compliant with statutory and regulatory requirements, holding risk and taking anticipatory action to improve outcomes for children and young people.
- Hold delegated aspects of the Agency Decision Maker process, and in the absence of the Deputy Director exercise decision making power in consultation with prescribed delegation and or in consultation with the DCS.
- To be familiar with national, local and central government policy initiatives and to devise systems of change and assurance to implement that change whilst maintaining safety in the system.
- To anticipate and plan for the longer-term requirements and needs of children and services in the county, making evidence-based decisions and business/change cases to fulfil demand and legal requirements on behalf of the county council.
- To hold key local accountability across County Services service areas for stakeholder and partner engagement and development of services in conjunction with the wider Children's Leadership team, being a champion for children and young people.
- To drive, support and contribute to innovation and continuous improvement, to drive quality of practice and planning across a range of services and to be a key leader in inspection and review cycles.
- To analyse and interpret data, taking appropriate action to manage agreed performance objectives across Residential, Edge of Care, Fostering, Adopt Thames Valley, Supported Accommodation, House Project and Pause.
- Where appropriate to support the Director of Children's Services in mechanisms for external scrutiny such as with the DfE/ CQC and Ofsted/ HMIP as technical and practice lead.

Knowledge / skills / experience required

- Qualified Social Work qualification and Social Work England registered, post graduate qualification is usual.
- Seasoned professional in area of expertise, with a breadth of understanding of all areas that the role covers.
- In-depth understanding of regulations/legislation and best practice within their area of specialism and the wider sector. Understanding of national and local government developments, policy, and emerging trends.
- Experience of leading a service within a complex and diverse organisation and delivering against constant change and transformation and inspiring the workforce to improve.
- Significant experience of leading diverse and multifaceted teams at a senior level, bringing activities together to achieve an aligned objective.
- Experience of working with key stakeholders including other public bodies.
- Excellent commercial acumen and financial management skills.
- Ability to use deep personal understanding of the agendas or motivations of others to keep them positively engaged, building behind the scenes support for ideas and initiatives.
- Ability to recognise and make use of alliances/relationships to gain support for the county council's strategic plan and its implementation.
- Excellent knowledge of the impact of underlying demographic, social or political drivers, and understands the formal and informal politics at the regional and national level and what this means for the county council.



- Evidence of cultivating a high-performance, cost-effective culture, which delivers outstanding outcomes, through a variety of mechanisms, including structure, working methods, contracts, etc.

Dimensions of role

- The role will lead a complex, and highly visible service for the county council, leading on delivery of the vision and plan for the service.
- Significant financial oversight as part of the role, typically managing an annual budget in the order of over £30-50m dependent upon commissioning and capital budgets.
- In conjunction with the Deputy Director and wider team, planning will be over a multi-year horizon.

Working arrangements

- The role is politically restricted.
- An Enhanced Disclosure and Barring Service check is required.
- Able to travel across the county and work from various office locations within the county.
- Contractual base as detailed on contract, but able to work on a flexible basis in line with our Agile Working Policy.

Leading through our values and behaviours

Providing clear and visible leadership by putting our values front and centre of every behaviour, decision, and action.

- Always learning.
- Be kind and care.
- Equality and integrity in all we do.
- Taking responsibility.
- Daring to do it differently.

Date	August 2024
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