

## Person Specification Executive Director of Education and Children's Services (Grade ED)

### Qualifications

- Educated to degree level in a subject related to the role or equivalent experience (Essential).
- Management or professional qualification (Essential).
- Social Work qualification (Desirable).

### Essential Experience (all is expected to be at a senior management level)

- Extensive experience of leading, developing and maintaining successful children's services.
- Successful leadership, management and motivation of people and financial resources to deliver service objectives across large and complex multi-disciplinary delivery teams.
- Experience of successful service transformation that delivers improved outcomes at reduced cost, with evidence of innovative and transformational thinking and the achievement of more affordable models of service delivery.
- Extensive experience of partnership and collaborative working to deliver continuous service improvement designed around the needs of the user.
- Developing strategic solutions and outcomes to meet statutory requirements, regulations, improved service standards and in response to existing and emerging priorities.
- Experience of operating within, and managing, an area of significant risk, exercising considerable judgement and authority whilst mitigating against the risk.
- Experience of operating sensitively in a political environment, developing relationships with all members gaining respect, trust and confidence.

### Essential Knowledge and Skills

- Extensive knowledge and understanding of local government and of the areas of responsibility.
- Ability to set clear direction, goals and a culture of high aspirations to develop and implement strategic objectives.
- Ability to demonstrate a high level of motivation, personal resilience and focus in order to ensure the delivery of excellent services.
- Ability to influence, develop, motivate and change behaviour to achieve results through the effective leadership and management of people, financial resources and systems.

- Ability to build, maintain and influence effective working relationships both internally and externally with key stakeholders and partners.
- Ability to understand the market(s) within which services are delivered and take a commercial approach to negotiations and business relationships.
- Strong options appraisal and cost benefit analytical skills to provide critical and decisive direction and judgement.
- Highly developed interpersonal and communication skills.
- Ability to work collaboratively, as part of the Senior Leadership Team, and take shared responsibility for organisational performance.

#### **Other essential requirements**

- Commitment to equality and diversity.
- Commitment to health and safety.
- Display the LCC values and behaviours at all times and actively promote them in others.
- This is an essential car user post.  
*In certain circumstances consideration may be given to applicants who, as a consequence of a disability, are unable to drive.*