

Job Title: Change Manager (SEND)

Grade: 10

About the Service

The SEND team provides the strategic and specialist SEND practice support to the Local Authority, SEND partnership including children and their families, health commissioners and providers as well as education providers to fulfil the SEND statutory duties (Children and Families Act 2014).

The SEND service also includes the Educational Psychology Service, ASSIST and Specialist Teaching Support which contribute to the delivery of SEND services including the graduated approach to meeting SEND needs across Staffordshire.

About the Role

The Change Manager will play an important role in the development, design and delivery of change projects within the SEND Reform Programme.

Reporting Relationships

Responsible to: Senior Change Manager (SEND)

Responsible for: No direct reports

Key Accountabilities:

1. Supporting the development, design and delivery of change projects as part of a wider programme of change.
2. Working within a multi-disciplinary corporate team of professionals (e.g. HR, OD, Comms, Finance, Insight) work effectively to design and deliver change programmes.
3. Working collaboratively with senior colleagues to ensure a culture of high challenge and support and a values-led approach to change and transformation.
4. Work closely with the corporate leads to ensure our principles are hard wired into transformation plans:

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- a. Communities – support the next phase of People Helping People and Place Based Approach to ensure strong citizen and community approach to multi-agency early intervention and prevention.
 - b. Workforce – support the delivery of the People Strategy and the 4 priorities to transform our workforce in the next three years
 - c. Digital – support the work to become a leading digital council and county so that everyone in Staffordshire can flourish and achieve their full potential in the digital age.
 - d. Climate Change – support the council's response
5. Ensuring projects are well developed and managed including business case development, stakeholder management, risk management, resource planning and benefits realisation.
6. Working closely with Finance colleagues to support the council in delivering the cost reduction programme as part of the Medium-Term Financial Strategy.
7. Supporting a dynamic and responsive to change and project management that embraces best practice with a strong focus on people and cultural change.
8. Providing support to Commissioners and senior colleagues from across the council to translate organisational priorities, shape commissioning strategies with a clear outcome and place-based focus.

Person Specification

Qualifications/Professional membership

- Programme management or business change qualification or equivalent experience.

Knowledge and Experience

- Experience of managing change projects within a complex environment.
- Experience of applying business design and project management principles to deliver change and transformation effectively.
- Understanding of the political context of service delivery and its challenges in the public sector.
- Experience of creating and maintaining effective and influential networks that work collaboratively to shape and deliver better outcomes.
- Intellectually curious and a proven track record of innovation and continuous improvement, bringing in new thinking from outside the organisation.
- Experience of transforming services to deliver better outcomes and services.
- Experience of supporting culture change and transformation.

Skills

- Strong and values led working style.
- Collaborative style and approach.
- Good communication skills and skilled at influencing and negotiating.
- Well-developed inter-personal skills that builds momentum and trust
- A team player with a strong can-do attitude with a focus on delivery.
- Passionate about reforming public services and the strategic role of local government in enabling people to achieve their full potential.

This post is designated as a casual Car user

The content of this Job Description and Person Specification will be reviewed on a regular basis.