

Head Of Service Funded Programmes and Commissioning Grade 15

About the Service

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The Children and Families directorate aims to create an inclusive environment where families are supported to stay together safely and live well in their communities, building on their strengths and achieving their outcomes supported by secure relationships and long-term belonging. This is based upon safety as a whole system shared across our services and partners. These are delivered through our 4 core principles:

- Families first – network and community always
- Right help, right time – proportionate, timely and co-produced with children and families
- Whole-system responsibility for supporting children and families to be happy, healthy and safe
- Permanence as belonging from day one

Our strategic ambition for children and young people in Staffordshire:
Happy, Healthy, Safe, Belonging and Achieving.

About the Role

Provide strategic leadership across Children and Families services, ensuring statutory duties under the Children Act 2004 and safeguarding frameworks are met. Drive integrated working with health, education, police, and voluntary sectors to improve early help outcomes for vulnerable children and create resilient families.

Reporting Relationships

Responsible to: Assistant Director Early Help & Prevention

Responsible for: Programmes Manager Crisis Support & HAF, Commissioning Managers and team of pooled contract support officers.

Key Accountabilities:

1. Strategic Leadership & Service Development

- Provide strategic direction, leadership, and oversight for the whole range of Programmes and Commissioned services and contracts that support children and families in Staffordshire.
- Lead the development, implementation, and evaluation of service design and contracting best value, sustainable services for families across the Children's Services of Staffordshire.
- Foster a culture of innovation, continuous improvement, and learning within the Services and across our VCFS and provider markets to better meet flexible and changing needs of our children, young people and parents/carers
- Lead, motivate, and develop the team of program and commissioning managers, ensuring effective supervision, support, and flexible deployment of resources – grant funding and people, in line with organisational policies, coproduction feedback and service needs.

2. Partnership & Collaborative Working

- Build and maintain effective partnerships with internal teams, external agencies, and stakeholders to deliver integrated, joined-up services.
- Lead multi-agency working groups or networks to address complex needs and improve outcomes for children, young people, parents and carers through innovative service specification and design.
- Represent the organisation at local, regional, and national forums, championing best practice and raising issues requiring external support.
- Join up service delivery to enable families to live independently in their community across Council services by

reducing escalating need and providing safe and effective step down services.

3. Service Delivery & Performance Management

- Ensure service delivery is evidence-based, outcome-focused, and responsive to emerging needs and legislative changes.
- Develop, monitor, and report on performance frameworks, targets, and quality assurance processes to drive continuous to ensure that fewer children young people and families escalate in to high needs services
- Strategic oversight of the development and implementation of guidance, policies, and procedures through effective programmes and service specifications to ensure that children and families receive the earliest help and support to live independently accessing mainstream universal service

4. User Engagement & Co-production

- Promote and facilitate the active participation of children, young people and parents/carers to improve methods of design, delivery and review of services aligned with our coproduction promise
- Advocate for the voice of children, families, and vulnerable groups, ensuring their needs and experiences and inform service design and accountability from contracted partners.

5. Resource & Project Management

- Responsible for the management of budgets and resources to deliver services efficiently and effectively and within financial constraints.
- Develop and oversee plans to drive timely and successful delivery of change programmes and transformation initiatives.
- Identify and mitigate risks, resolving issues to ensure successful outcomes.

Person Specification

Qualifications/Professional membership

- Degree in a relevant discipline (e.g., Social Work, Education, Children's Services Management or equivalent substantial experience in a similar role)

Knowledge and Experience

- Significant experience in leading Government Funded Programmes and Commissioning Child focused services within a multi-agency context.
- Significant professional knowledge of Children's Services design and commissioning delivering efficient and innovative services.
- Significant experience in leading service development, change programmes, and strategic service and contract redesign including embracing latest technology and solutions to meet need.
- Proven ability to work collaboratively with internal and external partners, including multi-agency groups and parent/carer groups.
- Track record of delivering effective, high-quality services and driving continuous improvement through evidence and feedback reports.
- In-depth understanding of statutory frameworks, national agendas, and best practice in the relevant field including Children's Social Care, Early Years, Education, Youth Work and SEND.
- Successful experience in managing budgets, resources, and financial accountability to deliver best value.
- Experience in successfully developing and monitoring performance frameworks, quality assurance, and reporting through external market management and engagement.
- Experience of writing high quality impact reports to evidence impact of change and improvement to a wide range of stakeholders.

Skills

- Ability to inspire, motivate, and lead teams towards successfully achieving organisational goals through change.
- Proven leadership qualities, including the capability to drive improvement and foster a positive culture with external contracts and partners
- Effective verbal and written communication skills with the ability to communicate complex information clearly and confidently to a variety of audiences
- Interpersonal skills for building and sustaining effective relationships with staff, partners, and stakeholders.

- Highly developed negotiating and influencing skills, able to build consensus and secure commitment from a wide range of stakeholders
- Highly organised and analytical with a logical approach to problem solving and an ability to analyse complex information and situations to make effective evidence-based decisions
- Ability to develop, monitor and report on performance frameworks and quality assurance processes
- Effective budget and resource management skills including compliance with procurement regulations.
- Ability to lead and implement change programmes and service improvements with a creative ability to innovate and motivate.
- Ability to advocate for service users notably children and parents/carers
- Advocate for the empowerment and development employees
- Evidence of and commitment to ongoing personal professional learning and development
- Flexible, autonomous, and able to manage competing priorities.

This role is a designated casual car user.

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