

Job description

Post title: Director of Young Islington

Service area: People Services, Youth and Community

Grade: CO2

Reports to: Corporate Director, People Services

Your team: Head of Play and Youth Services, Head of YOS and Targeted Youth Support, Victim and Offender Services Manager, Integrated gangs team strategic lead

Our ambition

We're determined to make Islington fairer. To create a place where everyone, whatever their background, has the opportunity to reach their potential and enjoy a good quality of life.

We also have an ambitious goal – to be the best council in the country – with every employee clear about the part they play and inspired, focused and supported to give their very best.

We want to build an organisation where employees feel valued, inspired and empowered to help us achieve our goals and provide the best services possible to our residents.

Our values and behaviours

'Be Islington' is about setting a clear challenge about what it means to be an Islington employee and sets the standard for every new recruit.

We ask our employees to 'Be Islington' – playing their part in working together for a fairer borough and to always be collaborative, be ambitious, be resourceful, and be empowering ('CARE').

Our commitment to challenging inequality

We are committed to tackling inequality, racism and injustice and creating a fairer borough for all. In order to do this, we need to set the example by being a fair employer and creating a workplace environment, which is free from discrimination, racism and inequality. Our approach needs to be proactive, consistently learning to create a fairer workplace and foster a culture, which empowers all staff to challenge inequality.

Fairness is at the heart of what we do. We want to celebrate and embrace our differences by:

- Ensuring our workforce is representative of the people we work on behalf of, our residents
- Creating equitable working environments and diverse teams
- Understanding our residents in order to design and deliver services that help tackle inequality and improve life chances for our residents
- Getting to know people and their differences
- Interpreting issues and concerns from a cultural perspective and address situations or problems from the points-of-view of multiple cultures
- Supporting people with long-term health conditions and/or disabilities

- Recognising the value of flexible working to support staff where possible

Key responsibilities

To ensure the welfare and positive development of children and young people and adults, by directing, leading and managing universal, specialist and targeted services within the council and across the wider multi-agency partnership. Ensuring the delivery and commissioning of high quality youth and play opportunities, working closely with council members, partners and service users.

Ensuring effective intervention for vulnerable young people and young adults at risk of, or already becoming drawn into the Criminal Justice system. To be the lead director for offender management, strategic oversight of the Violence against Women and Girls strategy and Youth Crime strategy as well as any other areas deemed appropriate to the role.

To contribute to the direction, development and effective management of the Department. This is a high profile post with a significant amount of member contact.

To lead by example striving for excellent local authority services and commissioned services, high standards of performance and effective value for money.

To lead the services within their remit to ensure they are efficient and effective to meet the agreed service objectives.

To contribute to the leadership of the directorate as part of the senior management team and take the lead on cross departmental projects and leads.

To contribute to the improvement agenda across the Council through participation in cross Council projects and initiatives as part of the leadership group of the council.

To take responsibility for promoting and safeguarding the welfare of children and young person's / vulnerable adults in your care and those who you come into contact with.

Principle Accountabilities

To work with the Corporate Director to set key objectives for the service area and to develop a robust service plan that supports Council priorities and meets the needs of the people of Islington.

To support the Corporate Director in the development and implementation of strategy for the department ensuring effective joint working with other services, both internal and external.

To effectively and efficiently manage a complex budget of £6.5m and successfully seek out opportunities for external funding, ensuring effective financial management and control

To effectively and efficiently manage a staff group of around 90 LBI staff with additional,

innovative and complex partnership arrangements, using negotiation and influence to widen your strategic operating capacity at a sub-regional and regional level.

To ensure clear safeguarding policies, practices and accountabilities for all and ensure child and vulnerable adult protection policies are in place and applied effectively.

To lead, manage and direct the service area to ensure its optimal performance and continuous improvement, as well as a strong reputation amongst the people of Islington and beyond.

To lead on all aspects of work and be accountable for strategic developments and innovation in your area including high profile areas such as domestic abuse, youth crime reduction and prevention, NEET reduction, and play and youth services proactively supporting and advising elected members in their roles.

To keep abreast of and disseminate evidence based practice and research findings to drive effective strategic service delivery and partnership working.

To drive continuous service improvement by conducting robust service and best value reviews, implementing agreed service improvements and seeking and maintaining external quality accreditation.

To actively develop cross-directorate, cross council and partnership working through leading and participating in cross cutting projects, taking a broad and inclusive approach to the delivery of objectives and liaising effectively with other functions in the directorate, wider Council and partners.

To actively lead on work with key partner agencies, in particular services such as the private and voluntary sector, the police, MOPAC (Mayor's Office for Policing and Crime), the National Probation Service (NPS) and Community Rehabilitation Company (CRC).

To actively lead on service planning and the development and implementation of strategy, policy and procedures for young people and adult offenders and victims, consulting with service users and other stakeholders as appropriate. To contribute to the development of strategic plans for People Services and the wider Council and partnership.

To lead the provision and strategic commissioning of responsive youth and play opportunities, targeted youth support, youth offending service functions, integrated offender management, and domestic abuse services with key partners.

To drive innovation and deliver impact to improve the lives of Islington children, young people and adults.

To implement effective commissioning, contracting and procurement arrangements.

To ensure that duties are undertaken in compliance with all relevant policies, regulations and legislation.

To undertake other duties commensurate to the grade of the post.

Additional responsibilities

To use and assist others in the use of information technology systems to carry out duties in the most efficient and effective manner.

To achieve agreed service outcomes and outputs, and personal appraisal targets, as agreed by the line manager.

To undertake training and constructively take part in meetings, supervision, seminars and other events designed to improve communication and assist with the effective development of the post and post holder.

To carry out duties and responsibilities in accordance with the council's commitment to customer service excellence and ensure compliance with the customer care standards.

To be committed to the Council's core values of public service, quality, equality and empowerment and to demonstrate this commitment in the way duties are carried out.

To ensure that duties are undertaken with due regard and compliance with the Data Protection Act and other legislation.

To carry out duties and responsibilities in accordance with the Council's Health and Safety Policy and relevant Health and Safety legislation.

At all times to carry out responsibilities/duties within the framework of the Council's Dignity for all Policy. (Equal Opportunities Policy).

Leadership

As a member of the council's management team, to contribute proactively to the collective leadership for the council, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council's objectives and priorities.

To drive positive cultural change, embodying and promoting the values and behaviours of the council and empowering staff to reach their full potential. Ensure that the performance and development framework is effective for all staff.

To lead on and ensure the effective implementation of corporate initiatives and transformation programmes that cut across the whole or part of the council's activities.

Resources and Financial management

Ensure effective Financial Management, cost controls and income maximisation in an ever changing environment, fluctuating demands and priorities. Ensure resources are well managed and effectively deployed to the best possible effects assuring value for money in all activities.

Compliance

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

Person specification

You should demonstrate on your application form how you meet the essential criteria. Please ensure that you address each of the criteria as this will be assessed to determine your suitability for the post.

Essential criteria

Qualifications

Essential criteria	Criteria description	Assessed by
1	A relevant professional qualification	Application

Experience

Essential criteria	Criteria description	Assessed by
2	Proven successful experience of achieving substantial improvements in outcomes translating ambition into real achievement.	Application/Interview
3	Demonstrable success as a service leader in relevant areas in a local authority or large organisation.	Application/Interview
4	Successful experience of engaging and with a diverse range of young people and stakeholders in planning and development and co-production of services.	Application/Interview
5	Excellent track record of financial and people management.	Application/Interview

Skills

Essential criteria	Criteria description	Assessed by
6	Displays an awareness, understanding and commitment to the protection and safeguarding of children and young people and vulnerable adults	Application/Interview
7	Substantial knowledge and experience of the contribution of early intervention and prevention to protect vulnerable children and adults	Application/Interview
8	Strong capability to use performance data to inform day to day and strategic action to see well ahead	Application/Interview

Essential criteria	Criteria description	Assessed by
9	Highly developed interpersonal and influencing skills, capable of managing internal and external relationships with sensitivity and direction	Application/Interview/Test (delete as applicable)
10	Ability to work in a political context and provide balanced advice and guidance on strategic issues	Application/Interview
11	Ability to lead substantial organisational and service change to timetable and budget and to deliver the directorate and council's priorities	Application/Interview
12	An extensive knowledge of the legal and policy framework and best practice in the areas covered by the post	Application/Interview
13	Ability to inspire, lead and motivate a team of staff, build successful teams and provide effective leadership and clear vision	Application/Interview
14	Demonstrates excellent verbal and written communication skills and the ability to negotiate effectively in complex environments	Application/Interview
15	Ability to manage complex budgets, projects and programmes	Application/Interview
16	Ability to demonstrate evidence of commitment to inclusion and equality of opportunity and delivery of improved outcomes for disadvantaged groups	Application/Interview
17	Successful experience in and commitment to effective multi-agency working which delivers excellent outcomes for service users	Application/Interview

Special requirements of the post

Essential criteria	Criteria description	Assessed by
18	This role will require you to obtain an Enhanced satisfactory clearance from the Disclosure and Barring Service	N/A
19	This post is subject to the council's policy on pecuniary and personal interest	N/A
20	This post is designated as politically restricted	N/A

Our accreditations

Our accreditations include: the Healthy Workplace award, Timewise, London Living Wage Employer, Disability Confident Committed, The Mayor's Good Work Standard, Stonewall Diversity Champion, and Time to Change.

