

# Director of Young Islington

Candidate pack – May 2021



## Your application

Thank you very much for your interest in this post.

On the following pages, you will find details of the role and the selection process to assist you in completing and tailoring your application. In order to apply you should submit:

- An up-to-date CV which shows your full career history – any gaps in your career should be accounted for. This should be no longer than three pages;
- A supporting statement explaining why you are interested in this role, detailing how you are a good candidate for this post and how you fulfil the person specification – this should be no longer than three pages;
- The Equal Opportunities Monitoring form : <https://www.islington.gov.uk/~media/sharepoint-lists/Public-Records/Humanresources/Information/Adviceandinformation/20212022/20210426EqualOpportunitiesDiversityMonitoringFormAccessible.docx>
- Indicate to [leadership@islington.gov.uk](mailto:leadership@islington.gov.uk) if you cannot attend any of the interview dates.
- **Contact details of two employment referees. References will only be sought for candidates that are shortlisted for the final selection panel**

Please note that applications will only be considered if the documentation is complete.

Please send your application and CV, preferably in MS Word format by email to [leadership@islington.gov.uk](mailto:leadership@islington.gov.uk)

**Applications must be received by 9.00am on Tuesday 1<sup>st</sup> June 2021.**

Please ensure we receive your application in good time.

As a precaution against your submission being treated as spam, please use a secure email address from which to send your application, and refer to the role and organisation in the header.

### More information

For a confidential discussion about the Director of Young Islington role, please contact Laura Eden, Director of Safeguarding at [Laura.Eden@islington.gov.uk](mailto:Laura.Eden@islington.gov.uk)

Kind regards,

Executive Recruitment Team  
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## Welcome to Islington Council

Thank you for your interest in the role of Director of Young Islington at Islington Council.

It is an incredibly exciting time to be joining us. If you are passionate about fairness and adept at delivering change you couldn't be in a better place.

We are living through a time of unprecedented challenges here in Islington as we support our community through the coronavirus crisis – and look ahead to working together to support our borough's recovery.

So there couldn't be a more important time to be joining us as we take our residents, our businesses and community on a new journey and shape the future of Islington.

Islington is a dynamic, vibrant central London borough. Yet it is also a very unequal place with high levels of poverty and deep social problems.

Since we set up our ground-breaking Fairness Commission in 2010, our vision has been to create a fairer Islington – to bridge the social divide and to create opportunity for all. That challenge may have got tougher for us but our commitment to fairness remains absolute as we look ahead.

### Why Islington?

We are looking for someone who has achieved significant career success to date and can apply fresh thinking and new ideas to Islington, bringing strong focus whilst challenging the status quo and inspiring professional excellence. We are looking for someone who is a strong collaborator with experience of working with residents, colleagues, Councillors and partners.

If you are committed to equality and excellence and experienced at winning the trust and support of leading Councillors, we would love to hear from you. If you are successful, we promise you the full support of our team in return.

We hope you will continue to read on, find out more and be inspired.

With best wishes,



*Richard Watts*

Richard Watts, Leader of the Council



*Linzi Roberts-Egan*

Linzi Roberts-Egan, Chief Executive

## About Islington Council

### Our vision for a fairer Islington

Since our pioneering Fairness Commission in 2010 Islington has been a borough with one clear vision:

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

### Our priorities

To help bring our vision to life we have four clear objectives:

- **Decent and genuinely affordable homes for all:** building new Council homes, protecting private renters, being a good landlord and preventing homelessness
- **Jobs and opportunity:** delivering an inclusive economy, supporting people into work and ensuring young people have the best possible start
- **A safer borough for all:** tackling ASB, ensuring young people are safe and encouraging a more cohesive borough for all
- **A greener and cleaner Islington:** keeping Islington clean and tidy, encouraging greener travel, creating a healthier environment for all and tackling the climate crisis.

Delivering fairness has been an increasing challenge not least because of around £250m cuts to our budget by government over the last ten years. However, we've managed to balance our budgets and have continued to make strides towards our goal. For example, in the last four years we've:

- delivered over 800 new genuinely affordable homes for local people and built the largest number of Council homes in Islington for 30 years
- supported over 5,500 local people into work
- helped thousands of people out of fuel poverty – we opened our path-breaking combined heat and power centre Bunhill-2 in March using waste heat from the Tube to warm homes, two leisure centre and school
- made sure our schools continue to improve and 9 out of 10 are rated Good or Outstanding
- worked with the police to keep residents safe and invested in targeted support for young people at risk of turning to crime
- continued to improve air quality in the borough – we were the first Council to publish and collate air quality data for primary and secondary schools and we are committed to a tackle this issue as part of ambitions to reach Zero Carbon by 2030.

## Our values

We know that how we do things will be just as important as what we do. That's why we consulted our whole organisation back in 2017 to help us decide what our corporate values should be and we're now in the process of embedding them into the way we work.

Our corporate values are:

- **Collaborative:** this is about acting as team – across our organisation, with our partners and our community - to help providing a joined up service to residents
- **Ambitious:** to show our determination to raise the bar
- **Resourcefulness:** a key strength we've shown during the pandemic – to make things happen, and to make them happen quickly. We can achieve so much more if we build on that resourcefulness.
- **Empowering:** we respect, trust and support one another to do our best for our borough

Our refreshed behaviours, spell out the word CARE, which we think sums up what public service is all about.

By living these values, we know we'll be able to deliver the most effective and responsive services we can for our residents.

## Fairer together: a new partnership for Islington



Many residents in Islington face deep social challenges, driven by deprivation and inequality. These can include complex and multiple problems with housing, employment, offending, domestic violence, mental health and substance abuse and so have repeated contact with our services and those of our partners – health services, jobcentres, the criminal justice system and housing providers.

We believe that through prevention, early intervention and supporting our communities to be more resilient we can create successful solutions to these problems. But we cannot do it alone.

That's why we are now seeking to build on our existing partnerships with colleagues across the public and voluntary sector to tackle these issues and deliver fairness.

The partnership, which is currently co-chaired by our Leader Cllr Richard Watts and CCG Chair Jo Sauvage, is currently in the very early stages of development but we hope to see it taking shape in a number of ways:

1. **A shared approach to strategy and investment**
2. **Shared principles of ways of working** – the Fairer Together Way
3. **Integrated locality teams** to ensure more joined up support for local people
4. **New community networks** to bring together key players in each locality around common goals and priorities.

Working together in this way will allow us to see the big picture across all the organisations' service provision – allowing us to identify opportunities to add value, improve outcomes, and reduce duplication and costs.

We are incredibly proud of the way Islington's community has come together during the Covid-19 crisis. This experience is already helping us to develop our early ideas and we expect our Fairer Together partnership will continue to play a central role in our recovery plans for Islington.

## Find out more about Islington

Links to downloadable documents can all be found [on this page](#).

- Corporate plan
- Fairness Commission, Employment Commission and Fair Futures reports
- LGA Corporate Peer Challenge 2018
- Residents' Survey, Spring 2018
- Fairer Together website: [Link to Islington fairer together](#)

# 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	Application/Interview

Essential criteria	Criteria description	Assessed by
	prevention to protect vulnerable children and adults	
8	Strong capability to use performance data to inform day to day and strategic action to see well ahead	Application/Interview
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.



## Key terms and conditions

### **The role**

Director of Young Islington

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### **Remuneration**

Grade C02 £106,497 to £120,447

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### **Pension**

You will join the Local Government Pension Scheme automatically, unless you elect to make alternative pension arrangements.

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### **Annual leave**

Basic paid leave will be 27 days a year. In addition, the Council grants five privilege days. After five years' continuous service your annual leave entitlement will increase by five days.

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### **Condition of employment**

If you are offered the job, you will be asked to complete a health assessment and you may be called for a medical examination. Any offer of employment is subject to satisfactory clearances in relation to application vetting, Asylum and Immigration Act (Section 8), Disclosure and Barring Service, medical clearance and proof of relevant professional qualifications.

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### **Probation**

All appointments are subject to the Council's probation scheme. This condition applies to all new employees regardless of any continuous local government service.

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### **Notice**

You will be required to give three months' written notice.

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## **Declaration of outside interests**

You must inform the Council of any outside activity or employment which may conflict with your work for the Council. This includes organisations that are funded or grant aided by the Council.

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## **Politically restricted posts**

This position is politically restricted under the Local Government and Housing Act 1989. This means that you are prevented from taking part in certain political activities.



## Key dates and the selection process

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### **Closing date: Tuesday 1<sup>st</sup> June 2021 at 9am**

We will be in touch with candidates to advise on the outcome of their application. Unsuccessful candidates will be given the opportunity for feedback.

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### **First interviews – technical: w/c 21<sup>st</sup> June 2021**

Longlisted candidates will be invited to an interview.

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### **Assessment: w/c 7<sup>th</sup> July 2021**

Between first and final stage interviews, shortlisted candidates will be asked to complete an online personal profile analysis test to explore leadership style.

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### **Meet the Chief Executive and the Corporate Director of People: w/c 12<sup>th</sup> July 2021**

### **Meet the Corporate Management Board and staff representatives: w/c 12<sup>th</sup> July 2021**

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### **Meet with Members and stakeholders: w/c 12<sup>th</sup> July 2021**

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### **Final interviews: Thursday 22<sup>nd</sup> July 2021 TO BE CONFIRMED**

Candidates will give a presentation to the Interview Selection Panel (topic to be seen in advance of the day). This will be followed by a selection panel interview.

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If you are unable to attend on any of the identified dates for interview, please email [leadership@islington.gov.uk](mailto:leadership@islington.gov.uk) before making the application.

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**Please note: References will be sought in advance for all candidates shortlisted for the final selection panel interviews.**