

Person Specification

Job Criteria		
Factor	Essential	Assessment method
Knowledge	• Knowledge and understanding of the complexities involved in delivering high quality children's services • Knowledge of legislation, policies and guidance relevant to all services within this role • Understanding and ability to contribute to the key strategic issues facing local authorities, the borough of North Tyneside and relevant services • Evidence of a clear understanding of the legal, financial and political workings of local government • Knowledge of regulatory frameworks relevant to the role (i.e. OFSTED)	Application form Interview / Selection Process
Qualifications and Training	• Experience and / or qualification appropriate to the seniority of the role • Commitment to continuing professional/ management development	Application form
Skills & Experience	• Extensive experience in a children's service senior lead role, with experience of development and implementation of key organisational strategies • Experience of commissioning for children's including needs assessment, ensuring quality and value for money from contracts • Experience of successfully leading complex change and improvement programmes within a public service organisation; engaging and leading at all levels and working collaboratively across the organisation to facilitate new ideas and innovation in relation to delivery of services • A track record of improving services within children's service context	Interview / Selection Process

	• Demonstrable experience of partnership working • Strategic thinking with a strong Authority ethos balanced with operational responsibility and accountability • Ability to challenge, support, influence and engage peers and senior management as well as successfully working with elected members • Excellent communication skills, including the ability to articulate and disseminate a vision. Ability to persuade, influence and present information to a wide range of audiences reflecting political sensitivities where appropriate • Ability to build and sustain working relationships with diverse groups such as the Elected Mayor, Elected Members and/or board members, senior colleagues, partners and stakeholders • Ability to operate effectively within an integrated structure and provide leadership on cross boundary multi-disciplinary issues • Ability to work with diverse groups, recognising and understanding the importance of a workforce that represents this diversity. Committed to role modelling and promoting inclusion and equality of opportunity, making a positive social impact on the communities in which we work • Ability to lead on the management of organisational change in a complex, large scale organisation • Consistent achievement and successful service management in a large, complex organisation • Evidence of successful budget management, including financial planning, monitoring and control in a large complex environment • Enthusiastic and personally resilient with the capacity to manage in a pressured environment with changing and competing priorities. • Track record of developing projects from conception to delivery assembling appropriate teams, partnerships and funding aligned to a strategic direction	
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	• Able to demonstrate effective leadership, motivation, empowerment and development of employees. • Experience of successfully engaging with customers on service issues to improve performance and outcomes • Able to demonstrate a track record of successful development of effective and productive partnerships both internal and external • Commercial skills, knowledge and application of partnership working	
Our Values	We Listen, We Care, We Are Ambitious, We Are Good Value for Money	

Please note if you intend to use your own vehicle (or non-council vehicle) for business mileage you must hold the relevant driver's licence, MOT, and insurance documentation.