

<b>Post title:</b>	Corporate Director Children and Young People's Services
<b>Grade:</b>	DIR2
<b>Responsible to:</b>	Chief Executive
<b>Staff managed:</b>	Manages a group of managers
<b>Directorate:</b>	Children and Young People's Services (CYPS)
<b>Job family:</b>	<b>SM - Senior Management</b>
<b>Date of issue:</b>	April 2025

### Job context

The North Yorkshire Council (NYC) was formed in April 2023 from the merger of the eight former councils across North Yorkshire.

As a member of the NYC Management Board, along with colleagues and the Chief Executive Officer, you will ensure that all local government services meet the diverse needs of our residents, communities, economy and visitors including; Children & Young People Services, Health & Adult Services, Housing, Economy, Leisure/Heritage, Business & Environmental Services, Strategic and Corporate support services.

As a Corporate Director, you will provide outstanding strategic and organisational leadership to create, embed and sustain the Council. With colleagues you have collective responsibility for delivery of the Council's operating model and embedding the values and behaviours throughout the council. You will promote diversity and inclusion throughout the council and through partnership and relationship with other stakeholders.

As a member of Management Board, you will support the journey of the council and the Chief Executive in the Devolution Deal for York and North Yorkshire and work closely with the Mayoral Combine Authority.

You will work effectively with elected Members to ensure the vision and strategic direction of the Directorate is delivered.

You will act as an advocate for the Council at local, regional, and national level, enhancing the Council's reputation and influence, building partnerships and enabling the council to be a leader in the field.

The Council is passionate in our commitment and ambition for children and young people in North Yorkshire. We strive to ensure all children and young people enjoy a happy family life and receive an education that is good or outstanding. We are committed to working with all schools and Academies in North Yorkshire to ensure they are good or outstanding. We want North Yorkshire to be a place where every young person has fun, thrives, succeeds and is able to live safely and healthily within their own families and communities.

As Corporate Director CYPS you will be responsible for delivering that ambition and therefore take responsibility and accountability for the services and functions allocated to Children and Young People's Services, acting within the Council's Officers' Delegation Scheme. You will ensure the Council meets its statutory responsibilities in respect of the education and wellbeing of children and young people across North Yorkshire, ensuring the safeguarding of vulnerable children and young people.

This is a politically restricted post as defined by the Local Government and Housing Act 1989.

This post requires the post holder to subject to a DBS check (Disclosure & Barring Service).

<b>Job Purpose:</b>	<b>To be responsible for the effective delivery of the Children and Young People's Services for North Yorkshire. To provide strategic leadership and direction, operational management and financial control for the directorate, ensuring delivery of high-quality strategic aims. Support the development of cross-council strategies across diverse services.</b>
<b>Corporate leadership:</b>	<p>In order to ensure the corporate management of the Authority at a senior level and the execution of the Council's functions: -</p> <ul style="list-style-type: none"> <li>(a) Serve as a member of the Council's Management Board; delivering to the corporate agenda beyond the specific professional remit for Children and Young People's Services;</li> <li>(b) Be the Corporate Director with responsibility for ensuring the delivery of the corporate objectives of the Council Plan;</li> <li>(c) Lead the Council's Children and Young People's Services incorporating other related strategies;</li> </ul> <ul style="list-style-type: none"> <li>• Be the Authority's Director of Children's Service Officer with responsibility for education and children's social services, as set out in the Children Act 2004 to fulfil the Council's legislative, financial and governance requirements;</li> <li>• Manage a portfolio of services and functions to be high performing and deliver excellent customer service engendering an approach of continuous improvement;</li> <li>• Develop and implement service and financial plans to provide cost effective services which deliver agreed objectives, priorities and improvements in the context of council strategies and plans. Ensure stretching targets and measurable outcomes are agreed with the CEO and properly and regularly monitored and managed;</li> <li>• Work with all relevant partners to deliver and support council and related partner services in order to improve life for local communities.</li> </ul> <p>All Corporate Directors have a joint responsibility to: -</p> <ul style="list-style-type: none"> <li>• Provide outstanding strategic and organisational leadership to create, embed and sustain the Council</li> <li>• Responsible for the delivery of the Council's operating model</li> <li>• Ensure the Council's values and behaviours are embedded across all services</li> <li>• Promote diversity and inclusion throughout the council and through partnership and relationship with other stakeholders.</li> <li>• Lead the development and implementation of strategies to ensure corporate objectives and performance targets in the Council Plan are met and actively promote, develop and review the Council Plan to support performance improvement.</li> <li>• Be accountable, as a member of Management Board, for the overall management, resources and performance of the Council ensuring services operate with commercial effectiveness. Keep the Board informed of proposals which have significant financial and service implications for the Council. Develop, deliver and support the Council's change programmes.</li> <li>• Ensure policies of the Council and services provided or commissioned are fit for purpose and mutually reinforcing.</li> <li>• Monitor the performance of services and ensure corrective action where performance falls short of policy objectives.</li> </ul>

- Keep CEO informed of all matters affecting the performance of their role as CEO of the Council.
- Keep the CEO, Executive Members and relevant Group Spokespersons apprised of matters which are particularly sensitive or controversial in nature.
- To identify the needs of the service, produce and implement a future-focused Directorate business and performance plan, set challenging goals that focus on step change improvements and ensure that its objectives are achieved.
- Drive transformational organisational change in order to achieve excellent member, customer and partner relationships while delivering cost-effective, high-quality services to residents.
- Promote diversity and inclusion throughout the Council and through partnership and relationship with other stakeholders.
- Responsible for the Wellbeing, Health & Safety of Staff in line with the Health & Safety Policies and practices
- To carry out roles identified within the resilience and emergencies and business continuity policies. Take a lead where required on single and/or multi agency response to emergencies both in and out of hours.

**Directorate leadership and management:**

- Support the Council and the Executive in improving services for children, young people and families and prioritise the use of resources.
- Ensure Directorate resources are used in a planned way providing an efficient and cost-effective service which takes account of both changing needs and resource availability and delivers responsive high-quality services with an efficient infrastructure.
- Ensure budgets allocated to Children and Young People's Services are managed effectively, taking into account the requirement for financial control and governance.
- Lead and co-ordinate the Council's delivery of the national Children and Young People's agenda.
- Ensure there are clear and effective arrangements to protect children & young people from harm (including those attending Academies, Independent and Free schools).
- Ensure young people's skills development is effectively addressed linking to the economic needs and drivers in North Yorkshire.
- Advise the Council, its Committees and Officers on the exercise of all the services provided as part of Children and Young People's Services.
- Ensure the efficient execution of decisions and instructions of the CEO, the Council and its Executive and Committees including Scrutiny. Provide high quality advice to both Members and officers of the Council and execute the Council's legislative and financial requirements accordingly.
- Maximise commercialisation of services provided, demonstrating strong commercial awareness and the ability to balance this alongside competing priorities.

**Partnerships:**

- Lead, develop and sustain effective working relationships and partnerships with significant local, regional and national partners.
- Champion improved outcomes for children and young people as part of the North Yorkshire Children's Trust partnership and provide leadership to the partnership, ensuring integration and continuous improvement of services.
- Work in partnership with colleagues in the NHS and other key delivery partners in ensuring the best possible impacts from the resources of the North Yorkshire public services in relation to the health and wellbeing of children, young people and families.

- Be a member of the Local Safeguarding Children's Board (LSCB) and be accountable to the Chief Executive for the effective working of the LSCB.
- Provide strategic leadership to further develop Children and Young People's reputation as a centre of excellence, including the delivery of national programmes (e.g. Partners in Practice, No Wrong Door) and commercial trading.

## Person Specification:

### Essential

#### Knowledge and Experience

- Substantial knowledge of the national policy context, regulatory environment, financial legislation and key issues relevant to children and young people's services.
- Significant understanding of the workings of local government and the current issues to be faced in a large, diverse Authority, particularly the financial, legal and political context of public sector management.
- A proven track record of significant achievement, exploiting new opportunities and winning commitment as a leader in a large, complex and challenging organisation. To include substantial experience of leading good or outstanding service delivery for children and young people.
- Significant experience of budgetary responsibility including the successful management of large and complex budgets, delivery of savings.
- Experienced in leading successful major organisational culture change within a large diverse organisation, including effective workplace relations to put the customer at the heart of service delivery.
- Experienced in working successfully with partners, both internal and external, to achieve common goals.
- Evidence of building and maintaining reputational management.
- Professional qualification at degree level or equivalent in a relevant subject and management qualification.
- Membership of relevant professional body

#### Desirable:

- Experience of the development and delivery of commercially traded services.

#### Occupational Skills

- Strategic planning skills and highly competent in strategic management with the ability to develop strategy, set high quality goals, objectives and priorities and the determination to secure their achievement.
- Strong credible leadership with a passion for delivering improvement in services.
- Excellent communication skills, strong negotiation and influencing skills and ability to effectively deal with the media.
- Highly competent in financial management to co-ordinate, monitor, interpret financial and management information and review financial resources, evaluating competing budgetary priorities and establish effective performance measures.
- Able to display commercial/business awareness and the ability to gain and sustain customer confidence.
- Business planning and ability to develop, communicate and secure ownership of a clear vision and direction.
- Able to work successfully corporately beyond specific children's services for the benefit of the wider authority.

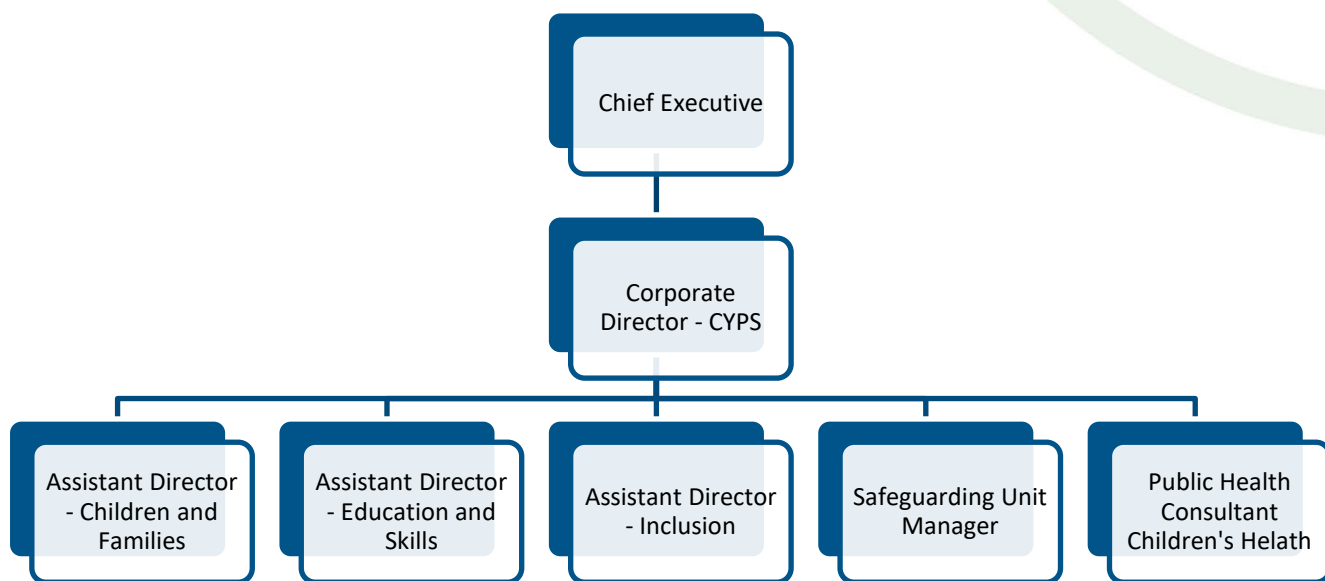
- Development of practical and creative solutions to the management of strategic issues, resolves problems creatively, pragmatically and flexibly.
- Political awareness and capacity for partnership working in a highly devolved and accountable service.

#### **Behaviours**

- Able to work flexibly to meet the demands of the job including some out of hours working at either evenings or weekends.
- Committed to the Council's corporate vision, values and behaviours.
- Committed to ensure equality and inclusion are demonstrated.
- Highly motivated and not easily discouraged.
- Personal and professional demeanour and credibility which commands the confidence of members, senior managers, staff, members, external partners and other stakeholders.
- A high degree of probity and integrity and work within the constraints of a publicly funded service.
- A commitment to learning and achievement.
- Able to travel for business purposes

[Link](#)

#### **Structure**



NB – Assessment criteria for recruitment will be notified separately.

**Optional - Statement for recruitment purposes:** You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.