

Applicant Pack

Assistant Director Commissioning and Transformation

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Welcome letter from Carolyn Fair, Director of Children's Services

Dear Candidate,

Thank you for your interest in joining East Sussex as our Assistant Director Commissioning and Transformation.

East Sussex is a great place to live and work. It is a county of huge contrasts. The countryside is beautiful and largely unspoilt, and our towns and villages are vibrant, but we also have areas of significant need and challenge. We have strong, local communities and work closely with them and our partners from all sectors to help all to fulfil their potential.

The county council has a strong reputation for good services, effective partnership working and innovation. We are committed, both politically and managerially across all departments, to serving all our residents to the very best of our abilities. Working with families, schools, carers and partner agencies to ensure that all children grow up with safe, effective care is a critical responsibility which we take very seriously.

At our last ILACS in 2023 Ofsted rated us overall as "Good" and with the experience and progress of children in care as "Outstanding" and there was much heart-warming recognition here of the high quality work which a wide range of colleagues do, at all levels in the service, to support children, young people and families. We know that providing the very best services requires continuous evolution of our practice, empowering and supporting our dedicated staff to bring their compassionate hearts and their full, constantly developing, skills to their work every day. Effective partnerships are also a high priority for us, with the NHS, early years settings, schools, colleges, Police and our district and borough council colleagues.

We are looking for a leader who can develop integrated commissioning activities across Early Help, Children's Social Care, Education and Health for Children's Services and more broadly support the development of community assets. You will be leading transformational change initiatives across the Children's system, responding to national policy change to help drive improvements in outcomes and ensure that families receive the right help at the right time. You will play a significant role in helping Children's Services become financially sustainable by overseeing the work to develop a robust placement sufficiency strategy that delivers high quality placements, supports strong outcomes for children and, delivers value for money. You will have management accountability for LAC directly provided services, and be the East Sussex strategic lead for the Regional Care Collaborative programme of work in the South East.

We are looking for a leader who has professional experience of integrated commissioning, LAC provider services and an in depth understanding of the placement market for LAC. We need someone who is calm and resilient, innovative and committed to collaborative working. As a departmental management team we believe it is important to set a culture that is built on strong relationships where we develop and empower staff to achieve the very best outcomes for children young people and their families. Our relational based practice looks to provide high levels of support and challenge when it is needed. You need to have a deep commitment to humane, generous, effective support for families as well as the honed instincts to support difficult decisions about when children need care outside their family either for a period or the longer term. It is important that we focus on ensuring the right children are in the right placements for the right amount of time. The decisions which you and your service will take are some of the most impactful in all public service

and call for integrity and moral leadership of the highest order. We are also looking for a team player who will work imaginatively and energetically with colleagues across the council and the public, private and voluntary sectors to improve outcomes for children.

East Sussex provides huge opportunities for a committed leader, stimulated by working with colleagues on well managed journey of continuous improvement. I hope that, after reading this information pack, you will want to join us at East Sussex, and we look forward to receiving an application from you.



Carolyn Fair
Director of Children's Services

About the Role

The Advert

Assistant Director Commissioning and Transformation up to £107,000



East Sussex is a high performing authority serving strong local communities.

Surrounded by unspoilt countryside and coastal towns that are vibrant and inviting, many of our residents are very satisfied with their quality of life. However, many of our communities face significant challenges. Our Children's Services were judged as "Good" in our last inspection so there is a strong foundation on which to develop services. The service is recognised for innovative practice, and a commitment to a relationship-based approach for helping children and their families achieve the best possible outcomes. We are far from complacent though.

Working closely with the new Director of Children's Services, you will lead integrated commissioning and transformation across Children's Services and the wider system. Our opportunities and challenges require a strong, resilient and collaborative leader, able to work in partnership with other agencies and stakeholders in a context where achieving financial sustainability will be key.

You will join a talented team that cares deeply about the families and children we work with and that is committed to further improving practice and outcomes. You are a creative and expert leader with a deep understanding of the impact of the decisions you and your service take. You have integrity and moral leadership qualities of the highest order as well as a strong track record of achieving service improvements.



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To see how you can play your part in developing a children's services system in East Sussex that is fit for the future, please visit faerfield.co.uk/eastsussex and for a confidential discussion please call **Martin Tucker** on **0121 312 3755**.



EAST SUSSEX COUNTY COUNCIL JOB DESCRIPTION

Job Title: Assistant Director Commissioning and Transformation
Department: Children's Services
Grade: Local Managerial Grade 8
Responsible to: Director of Children's Services
Responsible for: Heads of Service and Participation and Partnership Manager

Key Tasks:

1. Take responsibility for managing people and service provision within Council policies and guidelines.
2. Coach and mentor senior leaders on their development and performance to ensure they are able to meet strategic goals, and promote a culture in which coaching is accessed as a development tool to build high levels of performance across the council.
3. Effectively manage budget resources across the service provision within an appropriate governance and risk management framework.
4. Promote innovation, efficiency and customer focus to deliver effective and sustainable services in a challenging financial environment.
5. Challenge ways of working to encourage innovation in the use of digital solutions for service provision.
6. Lead the work on the delivery of an integrated commissioning and contracts strategy for Children's Services, making the best use of collective resources by developing an integrated commissioning strategy for children.
7. Engage with politicians and stakeholders to establish outcomes that meet shared goals.
8. Lead transformational change within Children's Services responding to national policy changes and driving the improvements in service delivery in East Sussex including new models of service delivery.
9. Working collaboratively with members, services across the council, partners and stakeholders they will deepen partnership working to deliver the council's core priorities.
10. Lead on directorate supplier relationship management and market development, working in collaboration with service leads to ensure the fit between needs, outcomes and provision, and with the council's procurement specialists to develop a comprehensive insight into the key markets to inform market development and supplier relationship management.
11. Lead Children's Services response to national and regional programmes, including but not limited to Regional Commissioning Co-operatives and Regional Fostering Hubs.
12. Drive the use of integrated and preventative commissioned and contracted services that demonstrate a measurable decrease in the number of children and families accessing intensive, high cost services.
13. Lead the development and delivery of the Placement Sufficiency Strategy for Children in care and Care Leavers, with a focus on the Valuing Care approach, reduction in the use of high cost placements, enabling more children to remain safely within their broader family networks, or where care is required, in house foster care and with fewer children placed in more expensive agency foster care or residential or unregistered

placements.

14. Lead the council's Children's Homes strategy, achieving high quality loving homes for children and young people and further integration with health services to meet the needs of our children more effectively.

15. Provide visible leadership skills to develop the vision for modern, cost effective child-focused workforce with a focus on supporting those most in need of protection and care, to ensure that children, young people and their families receive the highest quality of provision at the optimum cost.

16. Lead, develop and be accountable for, countywide provider services for Looked After Children including all regulated settings and accommodation options for all Care Leavers. To deliver ongoing service transformation in the context of council priorities, national developments, inspection frameworks and to be delivered within budget.

17. Manage the interface with Ofsted effectively as it relates to provider and commissioned services, and as part of Departmental Management Team lead preparation and planning and response to all relevant inspections.

18. Build capacity and flexibility in the services managed to respond to the findings of service inspections, legislative changes and national policy developments to support improvement.

Recognising that ESCC is a large organisation with a number of over-arching priorities extending to all areas of our work, you should be aware of these Council priorities and align strategic decisions with them, proactively seeking appropriate opportunities in your work/service area, and that of others, to contribute, in consultation with your line manager; in particular, but not limited to:

- Net zero emissions targets – reduce the environmental impact of your work, and that of the services you are responsible for.
- Equality, Diversity and Inclusion – proactively contributing to an inclusive and supportive working environment.
- Making the best of our resources - always being aware of what you can do to maximise the use of public monies in the services we both commission and provide, and proactively identifying areas to improve value for money wherever possible.

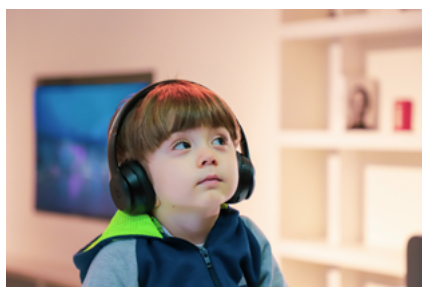
Person Specification

Essential key skills, abilities, knowledge, experience, values and behaviours

- Experience of integrated commissioning activity across Education and Health for Children's Services, working with key stakeholders in health, police, education settings, probation and voluntary, community and social enterprise.
- In depth professional knowledge of the placement market for looked after children.
- Experience of leading transformational change and implementing new models of service delivery.
- Ability to inspire and influence staff and delivery partners to engage fully with the long-term vision and purpose of the Council, and present complex information in an engaging way.
- Ability to integrate coaching skills with leadership style to create a culture of empowered learning, motivation, and support.
- Ability to demonstrate transparency and a high level of skill in managing financial and budgeting processes.
- Ability to recognise outstanding team performance across the service and take action where performance can be improved, ensuring lessons are learned and used to inform future plans.
- Ability to drive customer service outcomes at a strategic level and work across partner organisations to ensure the delivery of professional excellence to customers.
- Ability to balance the political and national pressures that shape decision making, understanding the impact of these on regional partnerships across the Council.

Desirable qualification

- Qualified Social Worker



Health & Safety Functions

This section is to make you aware of any health & safety related functions you may be expected to either perform or to which may be exposed in relation to the post you are applying for. This information will help you if successful in your application identify any health-related condition which may impact on your ability to perform the job role, enabling us to support you in your employment by way of reasonable adjustments or workplace support.

Function	Applicable to role?
Using display screen equipment	Yes
Working with children/vulnerable adults	No
Moving & handling operations	No
Occupational driving	No
Lone working	No
Working at height	No
Shift / night work	No
Working with hazardous substances	No
Using power tools	No
Exposure to noise and/or vibration	No
Food handling	No
Exposure to blood/body fluids	No

Grade, Department, Location and Reporting

Job title:	Assistant Director Commissioning and Transformation
Department:	Children's Services
Grade:	<u>Local Managerial Grade 8</u>
Responsible to:	Director of Children's Services
Responsible for:	Heads of Service and Participation and Partnership Manager

Additional benefits

The Council offers a comprehensive range of staff benefits including:

- Between 26-29 days annual leave per year, depending on length of service
- Access to an online staff benefits portal, containing various offers and discounts from major retailers and service providers
- Vehicle, bicycle, rental deposit and season ticket loan scheme
- A variety of initiatives to support staff wellbeing – for example guided mindful meditation sessions
- Enhanced maternity pay
- Access to health cash plans at a corporate rate
- Access to the Dell and Microsoft Home Use programmes, as well as the O2 open scheme
- Access to credit unions and Give as You Earn schemes via payroll deduction, as well as savings, loans and financial education from Salary Finance
- A range of support for remote and flexible working
- An additional leave purchase scheme
- Access to a car leasing scheme
- Access to salary sacrifice schemes for bikes and electric cars
- Access to the Local Government Pension scheme, which offers an excellent range of benefits, including a career average pension when you retire. You can find out more on the [East Sussex Pension Fund website](#).
- Access to an Additional Voluntary Contribution pension scheme.

Application Process

Closing date for applications: Monday 14 October 2024

Technical Interviews: Monday 21 October 2024 and morning of Friday 25 October 2024 - via Teams

Young People's Panel: TBC - via Teams

Likely to be from mid-late afternoon to accommodate young people's school commitments

Officer and Stakeholder Panels: TBC - County Hall, Lewes

Final Member Interviews: TBC - County Hall, Lewes

For a confidential discussion please speak to:

Rachel Tucker

Associate Consultant, Faerfield Limited

Tel: 0121 312 3755

Email: rtucker@faerfield.co.uk

Martin Tucker

Managing Director, Faerfield Limited

Tel: 0121 312 3755

Email: mtucker@faerfield.co.uk

TO APPLY FOR THIS ROLE, PLEASE CLICK [HERE](#)

About East Sussex County Council

East Sussex County Council has a strong reputation as a well led and well managed council, with positive feedback from external inspections and reviews. The Council employs approximately 4,400 people in its corporate departments, and approximately 5,900 people in its maintained schools.

The Council provides services used by all residents in East Sussex, including care and support to children, families and adults; maintaining the roads and providing library services; and working to boost the local economy. We have a long term track record for delivery, producing excellent results for the public. The Council has four overarching priority outcomes: driving sustainable economic growth; keeping vulnerable people safe; helping people help themselves; and making best use of resources.

Despite the severe funding restrictions affecting all local authorities we have maintained our position as a well-run and high-performing council. We continued to provide vital, well run services to our local communities, and we will have a critical role to play, working with our local partners to manage increasing demand and cost pressures. We have been democratic, open and honest in determining the best quality services we can provide, within available resources, as set out in our Core Offer.

Further information about our key plans and strategies and the County of East Sussex can be found on our website via the links below:

[Your Council](#)

[The East Sussex Community](#)

Organisational context

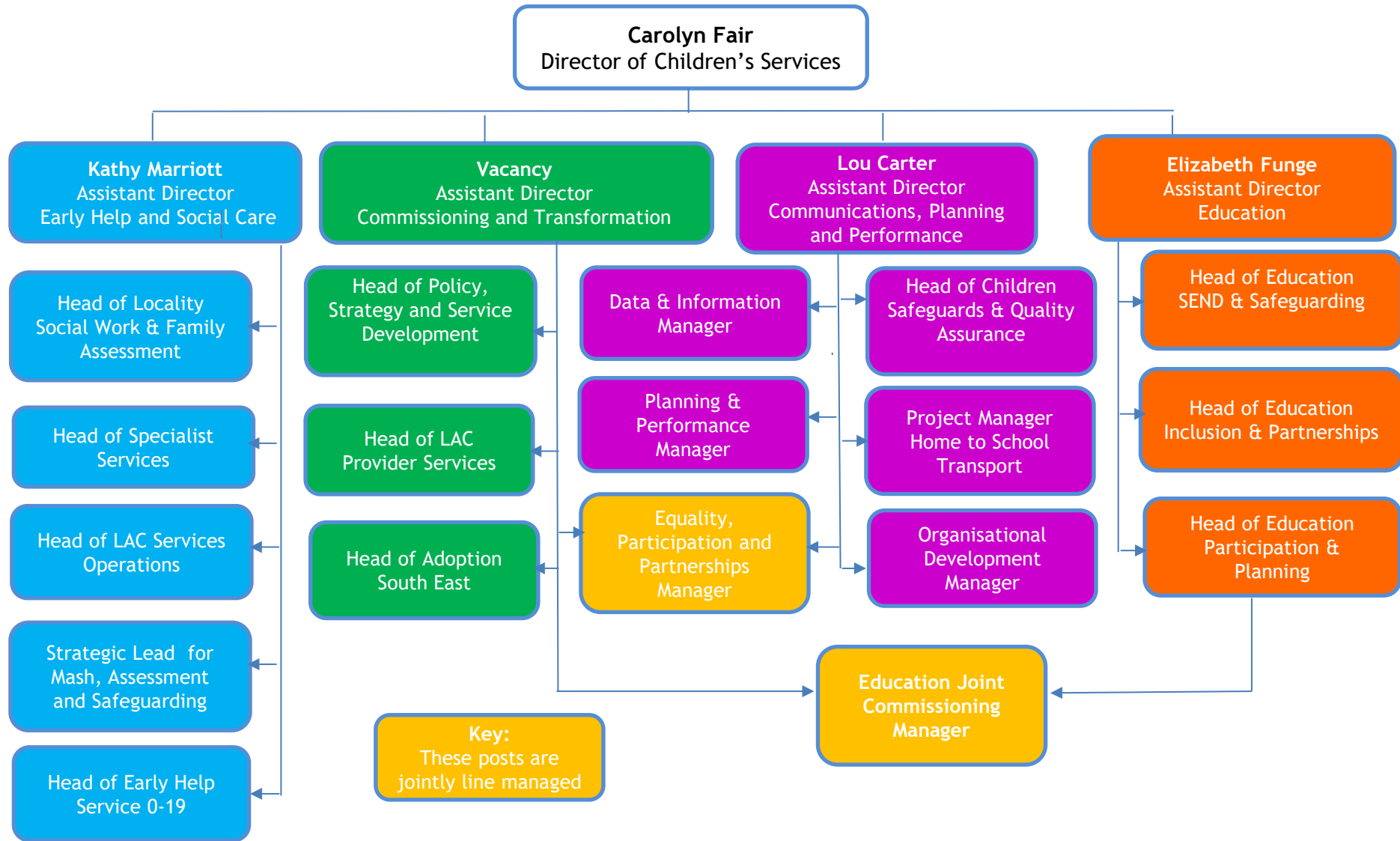
Along with all other council services, the Children's Services Department is actively involved in working as One Council delivering quality services in a challenging financial context.

We take a whole system approach to improving outcomes for children with partnership working at its heart. Strong relationships and structures for joint working with schools and academies are used to promote expert, relationship-based approaches to supporting the wellbeing of children which recognise the impact of trauma. We play an active role with NHS partners within the Sussex Integrated Care System at both Sussex wide and East Sussex levels. We work with district and borough Housing departments and with a wide range of voluntary organisations to promote effective support for vulnerable families.

We are looking for a leader who leads authentically, with humility and empathy, who can motivate and support the skilled and dedicated teams and who can also be an effective team player with all our partner agencies. Strong empathy with families, children and young people is essential; we are looking for someone who will play a key moral leadership role within and beyond the service, helping everyone to understand the underlying needs of children and families and how best to engage and work with them to meet those needs and to thrive.

Charts showing the general structure of the service, as well as key functions, are included on the next page.

Children's Services Department



The County of East Sussex

East Sussex is a great place to live and work. Not only is the countryside beautiful and largely unspoilt, but our coastlines, towns and villages are vibrant and inviting. We are a county of contrasts and also have significant areas of deprivation facing significant challenges. Across East Sussex we have strong, local communities and we work closely with them to improve their quality of life.



Located on the south coast of England we have a mild and, on average, sunnier climate than much of the rest of the UK, beautiful coastline and a number of coastal towns and villages including Eastbourne, Bexhill, Hastings, Seaford, Newhaven and Peacehaven. We have a direct link to France from Newhaven and Gatwick is our nearest international airport.



Some of the county sits within the South Downs National Park and two-thirds of East Sussex is designated an Area of Outstanding Natural Beauty (AONB), including the Sussex Downs, Ashdown Forest and the High Weald AONB. Inland there are many picturesque villages and towns such as Lewes, Rye and Battle. There are numerous and significant historic sites of interest to visit across the County, including the site of the 1066 Battle of Hastings and the Seven Sisters.

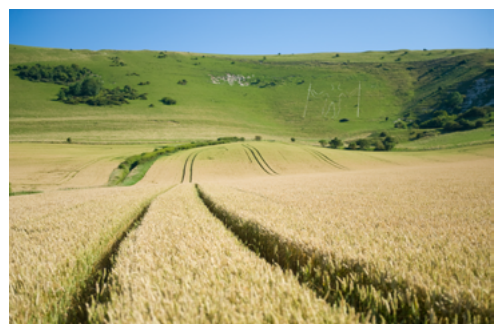


Our economy comprises a large number of very small businesses and is mainly service based consisting of public services, education, financial services and tourism. We have a higher than average proportion of residents aged over 65 and 85 and this is set to increase based on current population projections.



East Sussex, Brighton and Hove and the surrounding counties (West Sussex, Surrey and Kent) offer a variety of urban and rural settings in both coastal and inland locations in which to live. There are many sports, leisure and cultural activities. There are also good schools and public facilities for you and your family to use.

There is a variety of housing available in East Sussex, both to rent and buy. Despite the South East being above the national average for house prices, there are many thriving coastal towns that offer good value housing including Eastbourne, Newhaven, Seaford, Bexhill and Hastings as well as inland towns such as Uckfield, Crowborough and Hailsham. Brighton, Haywards Heath and Lewes are also popular places to live in Sussex and have good transport links to London and the South East.



Additional Information

For additional information, please follow these links:

East Sussex County Council

[Website](#)

[Key Plans, strategies and policies](#)

Children's services

[Ofsted Children's Social Care Services Report - July 2023](#)

Tourism

[Visit England - East Sussex](#)

[Visit South East England - East Sussex](#)

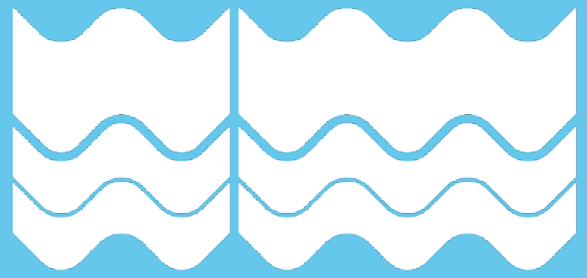
Relocating to East Sussex

[Rightmove - East Sussex](#)

[Zoopla - moving to East Sussex](#)

[ESCC School Search Page](#)

East Sussex
County Council



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