Job Evaluation Rationale

Role	Head of Children's Services
Evaluation Outcome	F II 3 E+ 4 (50%) E+ 3 P 904 A3
Rationale	The role is responsible for the delivery, cost and quality of Children's services in an area of 93 500 residents, managing an organization of 179 employees with a net budget of over £11.5m. Responsibilities include the county's delivery of social services to children such as family support and intervention, delivery of Youth Justice Services etc. The job holder is held completely accountable for the service, and controls all the resources required to deliver end results within budget. The job holder works closely with the Corporate Director to establish end results and annual objectives for own service within budget. Develops new policies and strategies for the service, given only directional guidance. Requires considerable new thinking in leading the service. The job requires the job holder to have a high level of technical knowledge within the field of Children's services, including understanding local government and politics, finance and ICT. This is typically gained through broad experience and a professional qualification. The size and complexity of the organization led is significant, requiring integration and coordination of somewhat dissimilar operations in support of the overarching objectives of the service. Highly developed interpersonal skills are necessary to influence others, develop team members, and build relationships and champion change across the service.