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<b>Job Title:</b>	<b>CHIEF EXECUTIVE – BIRMINGHAM CHILDREN'S TRUST</b>
<b>Grade:</b>	<b>JNC Level £143,079 to £213,656</b>
<b>Reporting to:</b>	<b>Chair of Birmingham Children's Trust and Chief Executive of Birmingham City Council</b>

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## Context

Birmingham Children's Trust employs circa. 1,900 staff and has an operating budget of approx. £270m per annum.

- Local population: 1,100,000.
- 32.4% of children are living in poverty (against an England average of 20%)
- Infant mortality is significantly higher than the average (in Birmingham it is 6.7 per 1,000 live births compared to the England average of 4.1 per 1,000)

## **Our Vision for Birmingham Children's Trust**

'Working Together to make Birmingham the greatest city to grow up in'

The sole purpose of Birmingham Children's Trust is to make a positive difference for children, young people and families in the city, by driving up the quality of practice and partnerships across the city and its services.

'We give our best, so young people achieve their best'

Our Values:

ONE **T**TEAM  
ACCOUNTABILITY AND **R**RESPONSIBILITY  
Q**U**ALITY AND INNOVATION  
RELATION**S**HIPS  
HIGH SUPPORT**T** HIGH CHALLENGE

Birmingham Children's Trust Leadership team comprises four Executive Directors; Chief Executive, Director of Practice, Director of Commissioning & Corporate Parenting and Director of Finance & Resources who are responsible for leading and managing the Trust to be an autonomous and high performing organisation, ensuring services are aligned to deliver the Trust's strategic objectives and business plan and for providing expert advice to the Board.

### 1. **Scope and Purpose of Role**

The role of Chief Executive is to lead the organisation responsible for delivering Children's Services in Birmingham. The post-holder will have overall strategic and operational responsibility for the Trust's staff, services, budget, and for the development and execution of its vision and delivery plan. S/he will provide the Trust Board of Directors and the local authority with strategic and professional advice. Critically the post holder must ensure that the best possible outcomes for children, young people and their families are achieved by the delivery of high-quality services.

## **2. Corporate Accountabilities**

### **Strategy and Leadership**

1.1 Provide effective leadership to the Trust and, in conjunction with the Board of Directors, develop the Trust's strategy, ensuring it is consistent with the Trust's commissioning plans and specifications for children's services.

1.2 Establish and maintain effective partnership working arrangements with the Board of Directors, Councillors, the Council's Chief Executive, the Council's Director of Children's Services and other senior officers, key partners and stakeholders, including schools, health services, the Police and voluntary sector organisations

1.3 Ensure the Trust is appropriately organised and staffed to deliver the strategy; that expenditure is within the authorised annual budget; and appropriate systems are in place to conduct activities lawfully, effectively, in accordance with the vision and values of the organisation and meeting statutory requirements.

1.4. Direct the senior leadership team in the development and implementation of the Trust's strategy, policy framework, prioritisation and business planning, to ensure the organisation is well placed to deliver relevant and responsive education and children's services.

1.5. Develop and support a culture of innovation within the Trust so that individual services are flexible, adaptable, multi-agency and child-focused, and the whole organisation learns from its mistakes, shares knowledge about what works, challenges existing practice and develops new models of service delivery.

1.6. Develop, maintain, and support a strong Board of Directors, serve as an executive member of the Board and, in conjunction with the Chairperson, develop Board agendas, and ensure the Board is provided with the necessary information for it to form appropriate judgements in providing the highest standard of oversight of the Trust.

1.7. Lead, coach, develop and maintain a high performing senior management team and ensure excellent practice for all aspects of people management is routinely delivered, including the recruitment, appraisal, performance management and development of the workforce. This includes maintaining and growing the right capability and capacity for the future improvement focus of the organisation.

1.8. Take strategic responsibility for the management, deployment and control of budgets and financial resources, maintaining high standards of financial probity and ensuring services deliver excellent value for money.

1.9. Ensure a robust performance management culture is embedded across all services delivered by the Trust including setting clear and measurable targets and that these are regularly monitored, and action taken to continually drive improvement.

### **Delivering excellent services**

2.1 Work effectively with the Council's Director of Children's Services in accordance with prevailing legislation to deliver a high-quality performance of the local authority's functions relating to the social care of children and young people.

2.2. Advise the Council's Chief Executive on all issues relating to the quality and development of children's services and give advice to Members and support to the Council as required, including advice on strategy, policy and the use of resources and facilities to ensure excellent children's services.

2.3. Consult with and actively engage partner organisations and local communities, in the development of services in order to deliver a programme of sustained improvement; ensure that all service improvements are properly planned, and that delivery is facilitated through strong and effective partnership working.

2.4 Ensure that the range of services commissioned or delivered by the Trust addresses the needs of all children and young people in the area including the most disadvantaged and vulnerable, and their families and carers.

2.5 Ensure that the implications and requirements of legislation affecting children's services are identified, interpreted, disseminated, and met.

### **Communication**

3.1. Ensure effective and timely communication within and across the Trust so that key messages are conveyed to employees, partners, and stakeholders in a consistent way, and they are informed of the issues and developments that affect them and which influence the strategic development of the organisation.

3.2. Ensure mechanisms are in place to seek out, listen to and respond to the views and ideas of managers, employees, partners, stakeholders, children, and young people in order that services are relevant, responsive and truly focused on meeting identified needs.

3.3 Support effective networking at local, regional, and national level to ensure that the services delivered by the Trust are responsive to national developments and leading practice. Establish good relations with the regulators as part of a culture of continuous improvement.

### **Other Duties**

4.1. At a strategic level, champion the promotion of diversity and equalities in the development and delivery of services and in all aspects of people management. Ensure that the Trust meets statutory requirements in this regard

4.2. At a strategic level ensure that the Trust conducts its activities in accordance with all applicable laws, Trust standards, policies and procedures and that the wellbeing of employees and service-users is protected by actively promoting and complying with health and safety

### **Budget and Resource**

5.2 Lead on the production of the Trust's annual business plan, agreed by the Board of Directors, to ensure that the necessary resources are in place to deliver requirements. Negotiate with the commissioning Council the budget requirements. Ensure that the best use is made of the Trust's resources. Deliver services and the budget according to the agreed business plan.

### **6. Special Conditions**

- This vacancy is exempt from the Rehabilitation of Offenders Act
- Disclosure and Barring Services/ISA checks will be undertaken

**Birmingham Children's Trust** is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment

Observance of the Birmingham Children's Trust **Equal Opportunities Policy** will be required, along with a clear understanding of and commitment to equality, diversity and inclusion issues and driving change in this agenda and challenging discriminatory practices.