



Job Title: CHIEF EXECUTIVE – BIRMINGHAM CHILDREN’S TRUST

Grade: JNC Level £143,079 to £213,656

Reporting to: Chair of Birmingham Children’s Trust and Chief Executive of Birmingham City Council

Method of Assessment (M.O.A.) A.F. = Application Form; I = Interview; T. - Test or Exercise; C. – Certificate; P. – Presentation.

CRITERIA	ESSENTIAL	M.O.A.
Education/Qualifications	Educated to degree level with an appropriate professional qualification and proven evidence of continuing leadership and development.	AF&C
	Committed to continual professional development for themselves and their team.	AF&I
Experience (Relevant work and other experience)	Proven record of delivery and strategic leadership with significant and successful experience working at a senior management level within education, children’s social care or large, complex and diverse organisation/related discipline.	AF&I
	Thorough understanding of local government and the associated challenges.	AF, I&P
	Experience of developing and implementing complex change management strategies and policies for the public sector that have led to improved services and outcomes.	AF/I
	In depth understanding and expertise across the broad range of education, children’s social care strategies, policies, processes, tools and practices.	AF&I
	Experience of successfully working with senior teams through transformational change, and ensuring change is sustainable and embedded.	AF&I
	Proven track record of driving quality and service improvements.	AF, I&P
	Successful experience of managing large and complex budgets.	AF/I
	Experience of operating in a political environment, recognising and managing where differences may exist between Elected Members and Officers and providing clear, balanced advice and guidance on strategic issues.	AF&I

	Proven experience of contributing to Boards and Senior Management teams outside of being the children's social care specialist.	AF&I
Skills & Ability e.g. written communication skills, dealing with the public etc.	<p>Strong and demonstrable leadership skills in managing large teams successfully.</p> <p>Knowledge and understanding of legislation, statutory frameworks and national policy affecting education and wider children's services.</p> <p>Creativity and strategic thinking skills, including the ability to improve services, develop new ways of working, and find appropriate solutions.</p> <p>Highly developed and pragmatic influencing and negotiating skills.</p> <p>Strong analytical and interpretative skills practically applied.</p> <p>Demonstrable ability to manage ambiguity whilst pursuing certainty.</p> <p>Ability to build a customer focused team that reflects the diverse needs of the city.</p> <p>Ability to demonstrate a high level of determination, personal drive, vigour and ambition to achieve challenging targets and improve outcomes.</p> <p>Commitment to an organisational culture and the development of services that add value.</p> <p>An ability to fulfil all spoken aspects of the role with confidence using the English Language as required by Part 7 of the Immigration Act 2016</p>	<p>AF/I</p> <p>AF/I/P</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I/P</p> <p>AF/I/T</p> <p>AF/I</p> <p>I/P</p>
Values and Behaviours	<p>We are true to our word: When we make promises, we keep them. Makes time to build trusting relationships</p> <p>Makes sure people who are affected are involved and kept well - informed</p> <p>Gives people ongoing feedback that helps them improve their performance</p> <p>Shows s/he believes in what they say</p> <p>Promptly addresses any problems</p> <p>We act courageously: We lead, we manage, and we tackle the difficult issues: every day, every one of us.</p> <p>Unafraid to ask challenging questions</p>	<p>AF/T/I/P</p> <p>AF/T/I/P</p>

	<p>Courage to speak out on difficult issues</p> <p>Uses h/her initiative to do something different</p> <p>Has difficult conversations when necessary</p> <p>Embraces new ways of working to encourage change</p> <p>We put citizens first: We are empathetic and respectful in everything we do.</p> <p>Makes time to listen carefully to people to understand their needs Treats all people with complete respect and understanding</p> <p>Puts themselves in the shoes of the residents to deal with their issues Is a patient and helpful person Always treats people with kindness - 'the human touch'</p> <p>We achieve excellence: We get things right. First time every time. He/she give's their very best every day</p> <p>Looks for ways to keep doing his/her job better Helps other people achieve and celebrate their goals Recognises mistakes and does something to put it right Asks for feedback to improve his or her performance</p> <p>Asks for feedback to improve his or her performance</p>	<p>AF/T//P</p> <p>AF/T//P</p>
<p>Leadership Drivers</p>	<p>Shaping the Future: We all share and communicate the same vision for the future Trust.</p> <p>Ensures people have a clear, shared understanding of the vision for the service</p> <p>Searches for great practices and ideas from outside the Trust to make THE TRUST even better</p> <p>Ensures people know what steps they'll need to take, to achieve the future vision, achieve outcomes and make a difference</p> <p>Achieves a good balance between short-term operational issues and longer-term strategic goals</p> <p>Encourages people to try out new ways and ideas to improve things</p> <p>Positive Leadership: We create a climate of positivity that inspires people to do their best work.</p> <p>Inspires people to act in the public interest of Birmingham Makes people feel valued</p>	<p>AF/T//P</p> <p>AF/T//P</p>

	<p>Is visible and accessible to all staff at all levels</p> <p>Recognises and celebrates progress</p> <p>Focuses on solutions, rather than problems</p> <p>Promoting Collaboration: We work across and outside the Trust, to share knowledge and skills, and jointly solve problems.</p> <p>Proactively supports and promotes working with people and teams outside his/her own area and Trust where appropriate</p> <p>Readily collaborates and co-creates with communities, internal & external partners and all staff, to achieve better public outcomes</p> <p>Looks for feedback from others and ways to improve his/her performance</p> <p>Looks for way to create common goals with others outside his/her own area</p> <p>Actively builds networks across and outside of the Trust</p> <p>Raising Performance: We create the environment to enable people to be the best they can be.</p> <p>Gives people ongoing feedback and coaching that helps them improve their performance</p> <p>Makes sure people are clear about what he/she expects from them (what "good" or "excellent" looks like)</p> <p>Is clear he/she expects high performance. Will not tolerate average or poor performance</p> <p>Promptly addresses under performance, when needed</p> <p>Identifies, attracts, develops and retains exceptional talent</p> <p>Driving Innovation and Improvement: We are relentlessly curious and open to new ways of working to improve the Trust.</p> <p>Welcomes change and responds quickly to changing situations</p> <p>Rigorously focuses resources on the priorities that make the biggest contribution to the future Trust vision</p> <p>Creates a climate where constructive challenge and new ideas are encouraged</p>	<p>AF/T//P</p> <p>AF/T//P</p> <p>AF/T//P</p>
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	Always questions if we could do things differently to get better Is open to new ideas, whoever or wherever they come from	
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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

All staff are expected to **understand** and be **committed** to Equal Opportunities in employment and service delivery along with a clear understanding of and commitment to equality, diversity and inclusion issues and challenging discriminatory practices.