

Key Accountabilities

Director of Resources

-) To be a member of the Trust Executive Management Team and support the Trust Board and Chief Executive to ensure that there is a relentless focus on outcomes, strong core services and partnership working, so that the Trust can start a fresh, improve outcomes and make a difference for children in Sandwell.
-) Responsibility for leading strategic financial planning for a Trust of approximately 500 employees and an annual budget of circa £50m
-) Responsibility for developing and promoting good financial practice within the Trust prudent stewardship of resources and applying effective financial controls.
-) To provide strong professional and managerial leadership across the organisation, including setting clear objectives and measures, managing performance and resources, and assessing impact/risk.
-) Strategic and overall responsibility for effective delivery of the following services and functions
 - o Budget management
 - o Preparation of statutory accounts
 - o Financial advice
 - o Financial reconciliation
 - o Grant management
 - o Commissioning
 - o Risk management
 - o HR management
 - o Business administration
-) Responsibility for ensuring all policies and procedures are compliant in law.
-) To work with colleagues and key partners to identify and determine the best models of service delivery, which deliver lean and efficient process, leading to high quality outcomes and performance and a high quality customer experience
-) To lead and promote good employee relations through staff engagement and regular contact with Trade Union representatives at all levels.

Director of Operations

-) To be a member of the Trust Executive Management Team and support the Trust Board and Chief Executive to ensure that there is a relentless focus on outcomes, strong core services and partnership working, so that the Trust can start a fresh, improve outcomes and make a difference for children in Sandwell.
-) Direct the strategic and overall management of children's services, monitoring performance against plans to ensure effective and efficient delivery of services to the highest standards.
-) To ensure that all services provide improved outcomes for families, particularly in safeguarding and promoting the welfare of children and young people.
-) Strategic and overall responsibility for effective delivery of the following services;
 - o Looked after Children and Placements
 - o Leaving Care Services
 - o Adoption and Fostering Services
 - o Care Management
 - o Children with Disabilities
 - o SPOC, MASH, and EDS
 - o Assessment Services
 - o Targeted Family Support
 - o Youth Offending Service
-) To lead the strategic commissioning of relevant services for children
-) To be the lead professional advisor on Children's services for the Trust, providing advice to Board Members, the Chief Executive and senior managers.

Director of Quality and Performance

-) To be a member of the Trust Executive Management Team and support the Trust Board and Chief Executive to ensure that there is a relentless focus on outcomes, strong core services and partnership working, so that the Trust can start a fresh, improve outcomes and make a difference for children in Sandwell.
-) To support the Trust in providing quality, cost effective services which achieve the strategic aims of the Trust and the broader partnership and meet the needs of children in Sandwell
-) Strategic and overall responsibility for effective delivery of the following services;
 - o Quality, Audit and Compliance
 - o Independent Reviewing Services, including Independent Chairing and Reviewing,
 - o Complaints management
 - o Service improvement
 - o Local Safeguarding Children's Board, Local Authority Designated Officer service
 - o Systems support
 - o HR learning and development
-) To lead on children and young people's participation in care planning and overall service design
-) To lead on and ensure that there are appropriate people management practices in place for effective workforce development through coaching, development and an accountability framework for performance of staff
-) To promote the voice of the child through increasing opportunities for involvement in service design and planning through effective learning from audits and complaints/compliments.
-) Strengthening the systematic inter-agency quality assurance of practice across the whole system in partnership with Sandwell Local Safeguarding Board
-) To act as the lead officer for the development and implementation of the improvement plan and to ensure all opportunities to improve the service through learning from young people, partners, Ofsted inspections, complaints and compliments are taken.