



People in roles at this level are responsible for the strategic leadership and direction and delivery of specific functions and services as appropriate.

Specifically, the Chief Officer supports the Deputy Director to promote and progress the Vision for Leeds to be a child friendly, compassionate and economically successful city. The Chief Officer is accountable to the Director of Children & Families Directorate and is jointly responsible for the leadership, development and delivery of a coherent agenda of service improvement and the ongoing development with partners of locality based, fully integrated provider services across the city. Working as part of the Best Council leadership team; roles at this level live and model values and behaviours to help the council to achieve the ambition to become the best city council in the country and the best city in the UK.

Aspect For roles at this level, you must be able to show you can...	Outcome The result when all aspects are applied effectively
<p>Knowledge – Social work qualification. Demonstrate a detailed knowledge and understanding of Children's Services within local government with in depth diverse expertise with significant managerial/ practical experience across service areas</p> <p>Extensive knowledge of local, regional and national issues that influence the city and region and impact upon health and social care strategy, policy and practice.</p> <p>Thorough understanding of the economic, business, cultural and political environment within the city and region and the ability to give direction to changing programmes and priorities</p>	<p>You use your knowledge and expertise to plan and develop strategies and frameworks to shape future service provision in partnership with others</p> <p>You identify links between societal and economic trends and anticipate emerging issues to influence the strategic direction and delivery of shared outcomes</p> <p>You understand the significance of building strong and dynamic relationships at all levels that build trust and enhance profile and reputation</p>
<p>Leadership & strategic planning – Lead by example, cultivating strong relationships and effective joint working within the Council, politicians and with partners and stakeholders across the City, region and nationally</p> <p>Set and deliver complex change and transformational goals with broad perspectives and long term timelines, that impact across children's regulated services.</p> <p>Develop innovative strategies that support the achievement of a high performing culture, where everyone can realise their potential and 'feel they count' and where there is a drive to deliver excellent service performance, planned outcomes, targets and objectives.</p>	<p>You develop and enhance public and private sector partnership relationships to help to bring the city together and to join up the approaches of different stakeholders</p> <p>You use a range of leadership styles which focus on achieving results, building trust and generating energy and support during periods of significant cross sector, services and system change</p> <p>You demonstrate visible and supportive leadership with excellent communication skills creating a climate of learning and improvement leading to high levels of performance and improved outcomes</p>

<p>Collaboration & innovation – In partnership with others, develop strategies and frameworks to shape future service provision, share best practice, add value and improve outcomes in line with significant strategic programmes and plans.</p>	<p>You use your influence to develop ways of working that lead to creative and innovative solutions to complex strategic problems.</p>
<p>Ability to put corporate vision and values into practice through agreed policies and strategies. Initiate and lead change programmes, improve service quality and support a culture that drives up standards and performance.</p>	<p>You develop ways of working that encourages and supports engagement with stakeholders and which leads to the delivery of services with a focus on individual needs and outcomes</p>
<p>In partnership develop and lead innovative and enterprising models of service delivery across sectors and services. Engage with multi-agency teams, partners and communities to influence and shape the vision to meet city priorities</p>	<p>There is evidence of how you effectively collaborate and engage with all stakeholders that leads to priorities and objectives being met.</p>
<p>Problem solving & decision making - Undertake a key role at Best Council leadership level identifying opportunities, initiating and developing strategic plans and projects and delivering solution focused outcomes across a diverse range of related and unrelated issues</p> <p>Anticipate emerging issues and changing context and develop strategies and policies to solve related or unrelated problems or seize opportunities across services</p>	<p>You demonstrate commitment to working and leading across sectors and services, to enable transformation, and implement change and deliver agreed outcomes, targets and objectives</p> <p>There is evidence that you take diverse issues requiring development of solutions and implement strategies that lead to successful outcomes</p>
<p>Deliver - Working in partnership with various stakeholders, to deliver and commission cross sector or cross service projects. To take a lead role in influencing, informing and assisting the development of strategies, policy, functions and structures for the delivery of highly effective cross sector arrangements.</p> <p>Inform, support and assist complex and large scale social care transformation programmes, coordinating work across Council directorates and managing relationships across services and with partners and other stakeholders</p>	<p>You ensure that local and regional level plans and policies are influencing and being influenced by developments in health commissioning, public health and the wider wellbeing agenda</p> <p>There is evidence of your ability to lead and manage large scale change. You demonstrate credibility, integrity and openness and ability to work collaboratively to deliver outcomes</p>
<p>Resource management - Set and deliver transformational goals with broad perspectives and long term timelines, which maximises effective resource management, ensures financial compliance and is responsive to sector and city priorities.</p> <p>Support a culture of excellence in service delivery, continuous improvement and a focus on outcomes which maximises the effectiveness of the workforce through workforce planning and actively promotes organisational values, supports adaptable ways of working and creates strong flexible teams</p>	<p>Plans are in place to meet priorities, budgets are maximised and there is an efficient and sustainable use of resources.</p> <p>You empower, enable and develop individuals and teams, promoting a 'can do' attitude within an environment of supported and continuous improvement</p>