

## Director General for Children, Young People, Education and Skills

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**Department:** Children, Young People, Education and Skills

**Reports to:** Chief Executive Officer

**Grade:** Tier 1

### Job purpose

To ensure that children, young people and their families in the States of Jersey thrive, where every child and young person has a real chance to succeed, no one is left behind and where children and families are healthy and safe.

The postholder is responsible for developing a compelling strategy for all Children, Young People and Educational services through an integrated approach of services to deliver secure and effective social care support, safeguarding and protection services for children together with optimal educational outcomes that enable each child to reach their full potential. Drive and lead change and encourage innovation and transformation across the Government of Jersey.

Inspire Team Jersey to deliver the best services for the community. It is essential that the 'voice of the child and the family' are proactively sought and valued and that staff, voluntary and community groups are encouraged to work collectively to improve the quality of the service provided and its outcomes for children. Through working closely with senior colleagues, it is essential that the role holder understands future island needs and ensures that these are reflected in strategic plans.

### Job-specific outcomes

- Set the strategic direction to oversee the safety, educational, social, economic, cultural and emotional needs of children, young people and their families, ensuring the involvement of children, young people and families throughout the Department's services.
- This significant and high-profile role will lead the continuation of the necessary service improvements and recovery from the [Independent Jersey Care Inquiry](#).
- Ensure the Government of Jersey discharges its duties as a corporate parent in an integrated and coherent way through effective local partnership arrangements (e.g. between schools, the courts, Young Offenders Institute, Parishes and Honorary Police, States of Jersey Police, in particular the Public Protection Unit and Community Policing, Probation and After Care Service)
- Work with the Director of Education to set the strategic direction and the reform and improvement of all education services from Early Years through to Primary, Secondary, Further and Higher Education
- Continually review the sufficiency and effectiveness of schools, educational and care provisions to optimise standards and ensure they meet statutory requirements in the appropriate settings.

- Lead and develop partnerships with local agencies and private sector organisations to ensure a fully integrated and inclusive learning experience to maximise children's and young people's future education and skills opportunities and align them to Jersey's needs
- Ensure that transitions are effectively managed across Government - eg transitions from Childhood to Adulthood and that teams working across these service areas collaborate effectively to provide seamless services
- Ensure the delivery of a safe and resilient service – through a safe, stable and well-developed workforce that demonstrates active collaboration and a commitment to transforming lives for the benefit of children, young people and families
- Provide the Leadership to deliver the Government, Ministerial and operational objectives including the modernisation of the public services in Jersey.

### **Statutory responsibilities**

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

- Specific responsibilities under the Children (Jersey) Law, Daycare of Children (Jersey) Law, Education (Jersey) Law and Adoption (Jersey) Law;

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

### **Services**

- Children's Services (incl. Children's Social Care, Safeguarding and support)
- Education (incl. Primary and Secondary)
- Young People, Further/Higher Education, Skills and Learning (incl. Further/Higher Education and Youth Services)
- Integrated Services and Commissioning

## Organisational structure



## Core leadership accountabilities

Ministerial relationships	Provide guidance and support to Ministers, translating their political visions and priorities into coherent initiatives that will deliver their intended outcomes
Finance and performance	Be responsible for significant delegated budget and resources ensuring that they are allocated effectively for the delivery of intended outcomes in a manner which demonstrates values for money and compliance with relevant policies and guidelines
Corporate parent	Be responsible for providing the best possible care and safeguarding of children and vulnerable adults in the Island, by creating collaborative, efficient, and joined up public services where children and vulnerable adults can flourish in a healthy, safe educational and social environment.
Customers and Islanders	Ensure that there is a clear and consistent focus across the organisation and its partners on delivering inclusive and an outstanding customer service experience to all customer and Islanders
People management	Provide strong and inspirational leadership, promoting a culture of high performance, continuous improvement and innovation. Be responsible for optimising workforce capability, ensuring fair and transparent approaches to support talent management and resourcing decisions that promotes diversity and inclusivity. Develop workforce plans that deliver the capability and its capacity required to meet current and future business requirements

Jersey Standard	To be responsible for creating the Jersey Standard. A performance and service excellence framework for the Government of Jersey
Partnership	Develop effective internal and external partnerships and collaborative working to achieve the strategic vision of One Island, One Community, One Government, One Future. Act as a positive ambassador for the Island and the Government of Jersey.
Governance, compliance and organisational reputation	Provide assurance that strategic decisions are being made in accordance with governance arrangements, relevant legislation with particular reference to Jersey Laws, statutory requirements and policy and operate within an acceptable level of risk. Lead by example and behave in accordance with the code of conduct, carrying out duties within profession good practice and legal standards.

### Executive traits and behaviours

Make the right impact	Inspires others, is visible, adaptive, authentic and engenders trust
See things through	Demonstrates courage, takes responsibility, is resilient and tenacious
Move at pace	Learns quickly, is curious, agile and innovative
Makes things happen	Thinks strategically, acts tactically, creates social value through commercial approach

### Creating conditions for success

Builds powerful relationships	Achieves through influence not control, promotes teamwork and partnership
Builds and sustains effective alliances	Forges dynamic alliances with others to provide world class services
Creates capability	Successfully leads team, realises potential, creating a learning environment where talent thrives
Creates a successful team Jersey culture	Works corporately to create cohesion, breaks down silos and achieves through common goals
Generates ambition	Sets the highest performance and ethical standards, hold people to account
Delivers transformation	Articulates a clear vision, wins hearts and minds and takes balanced risks

## Person Specification

### Specific to the role

- This role is an organisation-wide leadership role as part of the **OneGov** ethos, ensuring governmental services work together for the benefit of Islanders, including owning our commitment to 'put children first'.
- Demonstrable experience of working in a senior role in a highly sensitive political environment and evidence of the ability to challenge and negotiate with a wide range of stakeholders to enable the delivery of actions and results that support the strategic direction required by the Chief Executive, and Council of Ministers.
- Experience of improving services to vulnerable children including support for improved safeguarding for young people.
- Engagement with key stakeholders will include Ministers, elected Members of the States Assembly (Parliament) including scrutiny panels, Children's Commissioner for Jersey, business leaders, headteachers, higher and further education institutions, as well as a clear ability to include children and young people in decision-making.
- Be the primary policy adviser to the Minister for Children and Housing and the Minister for Education.
- Experienced to deliver a strategic and long-term plan for the Department with a clear focus on structured delivery. Focussed on the quality and provision of the education and skills agenda, particularly linked to the success and changes in the economy of the Island

### Generic to senior leaders

Demonstrate significant experience of working in a senior role in a political environment and evidence of the ability to challenge and negotiate with a wide range of stakeholders.

Demonstrate knowledge and understanding of the challenges that the Government of Jersey faces, matched with an understanding of the policy and governance requirements for the department accountabilities within the role.

Demonstrate a proactive, credible and authoritative voice on behalf of the Island with evidence of successful lobbying of senior government figures and counterparts, and other influential stakeholders.

Ability to build and develop strategic relationships, influencing and negotiating with a wide range of stakeholders and partners to achieve outcomes.

Demonstrable track record of leading, motivating and managing teams to achieve high-performing and significant sustainable service improvements and outstanding results, within agreed budgets to meet agreed targets and strategic objectives, within an organisation of a comparable scope and complexity.

Experience of developing and sustaining a culture that meets the needs of and engages with customers and staff within an inclusive, open and high-performing environment.

Demonstrable evidence of applying creative and business-like approaches to managing demand for services to deliver cost-effective and efficient outcomes.

Demonstrate the capability and capacity for critical thinking and ability to apply this insight in a practical and engaging manner.

Qualified to degree level or equivalent qualification or relevant experience.