

Job Description

Children's Commissioner for Jersey

- You will advocate and promote the rights and welfare of all children and young people up to the age of 18 (and in some cases to 25) in Jersey.
- You will inspire people to achieve better outcomes for all children and young people in Jersey across all areas of policy, legislation, decision-making and practice that affect their lives.
- You will stimulate discussion and debate about achieving an Island community that respects children and young people and places a real value on offering them the opportunities they need to fulfil their individual potential.
- You will provide Island wide leadership and will make a real difference to children and young people's lives by establishing strong partnerships and positive relationships with people and organisations.
- You will lead on reviewing government and other organisations, in order to deliver responsive services that are shaped by the thinking and opinions of children and young people.
- You will lead a strong, confident, inspiring and resilient organisation that works effectively as a team to ensure that children and young people are an Island wide priority.

Responsibilities for the Office of the Children's Commissioner for Jersey

Policy development and response

- To review and report on the way in which all public bodies exercise their functions in relation to children and young people's rights.
- To undertake examinations, make reports on particular matters and to report annually to the States Assembly on the work of the Office of the Children's Commissioner for Jersey regarding matters affecting children and young people.
- To ensure that government and organisations in Jersey seek to continually improve services for children and young people and, where challenges are identified, work with those organisations to find solutions.
- To influence the development of local policy relating to children and young people and help monitor the effectiveness of policy implementation.
- To consider and make representations to the States Assembly Members and Government of Jersey about any matter affecting the rights or welfare of children and young people in Jersey.
- To routinely engage with children and young people using their experiences to inform policy development.

Communicating and raising the profile of children's rights

- To increase the awareness of children's rights and of the Office of the Children's Commissioner.
- Have a visible presence online using social media platforms and promote positive images of children and young people in Jersey and to challenge negative images should they arise.
- To have an effective relationship with the media.

Participation and engagement

- To develop creative and engaging means of ensuring that the voices and opinions of children and young people inform the working of the Office, the Children's Commissioner's work plans and Annual Report to the States Assembly.
- To be committed to listening to children and young people, using their experiences, evidence and opinions to drive action and change.
- To create and provide innovative opportunities for children and young people to have their voices and opinions heard by the Office of the Commissioner as well as other people and organisations.

Investigations and advice

- To act as a source of help and support for children and young people (or those who care for them) who feel that they have been, or perceive themselves to have been, treated in a prejudicial manner, including when there is a broader principle at stake.
- To use information gathered from investigations and helpline statistics (?) positively in order to influence systemic change.

Partnership working

- To advise and work in partnership with statutory, private and non-statutory organisations.
- To work with similar bodies in areas of mutual interest, to ensure effective access to their services for particular children and young people.
- To develop and maintain co-operative working relationships with Children's Commissioners and relevant Ombudsmen in other parts of the British Isles, including sharing information where appropriate and supporting the development of contacts between child and youth led organisations.

Strategic Planning

- To prepare and present a strategic plan to the Assembly every four years, outlining how the office will promote and protect the rights of children and young people during that period
- To develop and share as appropriate the long term strategic vision and operational work plans.
- To act with significant autonomy in engaging with, challenging and advising regulated bodies and organisations.
- To ensure that there is independent scrutiny established for the Office of the Children's Commissioner for Jersey by establishing three Advisory Panels as set out in the Children's Commissioners Jersey Law.
- To foster a culture of high performance and quality outcomes within the Children's Commissioner's Team.

Person Specification

The Chief Minister and President of the Scrutiny Liaison Committee is seeking to appoint an individual who can demonstrate the following:

- The ability to demonstrate experience of representing the views of others, in particular any marginalised or under-represented groups.
- An understanding of the particular challenges of representing the views of children and young people.
- Exceptional influencing skills, including the ability to inspire confidence with a diverse range of stakeholders from children and young people to decision makers at the most senior level.
- The ability to express complex issues simply and articulately and present evidence in a clear and compelling way.
- Independence of judgement and the ability to quickly analyse complex problems.
- The confidence and competence to speak out on issues affecting children and young people in Jersey, including to the media, government and States Assembly.
- Experience of effective leadership of an organisation or distinct unit within a larger organisation, including financial and people management.
- Self-motivation and the ability to be pro-active, determined, positive and resilient.
- The enthusiasm to be an effective ambassador to improve outcomes for children and young people; professional integrity, credibility and sensitivity to maintain confidence and trust.
- The ability to quickly assimilate knowledge of the political landscape in Jersey and legislative position in respect of children's rights, along with an understanding of how the Children's Commissioner can operate effectively in this Island context.

Eligibility

- The Commissioner for Children and Young People Law sets out the disqualifications for the substantive position of Children's Commissioner. These arrangements were amended (P.12.2023) by the Assembly in May 2022. Disqualification from the appointment process now includes:
- A person who has been or becomes an elected member of the States
- Is a States Employee other than the person holding the office of the Acting Commissioner or a member of the Commissioner staff.
- Has been or is a holder of an office (apart from being the holder of the office of Commissioner for the time being) listed in Schedule 1 to the Employment of States of Jersey Employer (Jersey) Law 2005
- Applicants should be persons who conduct themselves at all times in a manner which will maintain public confidence in accordance with the Nolan Principles that describe the ethical standards of holders of public office.
- The role of Children's Commissioner involves contact with children, young people and vulnerable adults. As a result, applicants are required to provide or be subject to Disclosure and Barring Service (DBS) checks. The appointee will not be confirmed in post until those checks/registration requirements are satisfied.

- Candidates should be able to demonstrate independence from others currently involved in delivering services for children in the Channel Islands.

Term of Appointment

The letter of appointment will fully outline the terms and conditions of the post.

Duration of Appointment:

- The appointment is for a 6-year term which cannot be extended.

Time Commitment:

- The post is full time, although flexibility in working hours may be considered. However, you will be required to work such hours as may be necessary to effectively discharge your duties as the Commissioner.

Salary:

- The full-time equivalent remuneration for this role is £96,656 - £134,000 per annum. A relocation package is also provided, should a candidate be moving to the island to take up the role.

Starting date:

- The successful candidate is estimated to start in post in January 2024

Location of post:

- The Children's Commissioner for Jersey will have an office in St Helier. Travel within the Island is essential.

The Selection Process

The assignment will be managed by an external search agency and the selection process will be overseen by the Jersey Appointments Commission.

- The position will be **publicly advertised** for a period of **up to 4 weeks**.
- Following the closing date, applications will be reviewed by the executive search agency and applicants will be notified as to whether they are required to attend a preliminary interview.
- Shortlisted candidates will be expected to meet the Chief Minister and the President of the Scrutiny Panel Committee who are formally responsible for making the appointment.
- In addition to the formal interview process with the Appointments Panel, a youth panel will be formed to meet with prospective candidates for an engaging discussion on a range of subjects.
- Candidates should make it clear on the application if there are any availability issues during the process outlined above.