



Candidate information pack

# Assistant Director

## Children's Services

# Welcome to Medway Council's Children's Services

We are delighted that you are considering joining our team as the Assistant Director for Children's Services. This is an exciting time for Medway, as we continue our journey towards excellence in providing care and support for children and families and as we approach local government reorganisation in the Kent and Medway region.

Medway Council has made significant strides in improving our Children's Services. Following the Ofsted inspection in July 2023, we were proud to be rated 'Good' overall. This achievement reflects the dedication and hard work of our team, who have been relentless in their pursuit of excellence. Our journey to Good has been marked by enhanced safeguarding measures, improved early help services, and a stable leadership team. These improvements

have had a profound impact on the lives of children and families in Medway.

As we look to the future, our ambition is to achieve outstanding status. We are committed to recruiting and retaining skilled social workers and foster carers, increasing local placements, and continuously refining our service improvement plans. Our Child-friendly Medway initiative is a testament to





our dedication to putting children at the heart of everything we do. This remains a focal point of our efforts to create a nurturing and empowering environment for children. We believe that every child deserves the opportunity to grow, learn, and thrive in a safe and supportive environment. Joining Medway Council's Children's Services offers a unique opportunity to be part of a dynamic and forward-thinking team, where you can make a real difference in the lives of children and families.

We are proud of the tremendous strides we have made with our improvement programme since Ofsted first

inspected in 2019. Medway's vision and values put children at the heart of everything we do. Our well-managed 'front-door' and early help services, along with our good partnership safeguarding approach, ensure that children, young people, families, and carers receive the support they need.

As the Assistant Director for Children's Services, you will play a pivotal role in shaping the future of our services and driving our journey towards outstanding. Working in Medway offers you experience, challenge, and an exciting career. We provide a great recruitment package, realistic workloads, an

outstanding learning and development programme, and opportunities for career progression. Our senior leadership team is visible and accessible, providing robust support to frontline managers and practitioners. We are passionate about continually improving and being the best we can be, and we would love you to join us in making a positive impact on the lives of children and families in Medway.

If you'd like to be part of the next chapter of Medway's story and believe you can lead this change, we'd love to hear from you.



**Councillor Adam Price**

Portfolio Holder for  
Children's Services



**Lee-Anne Farach**

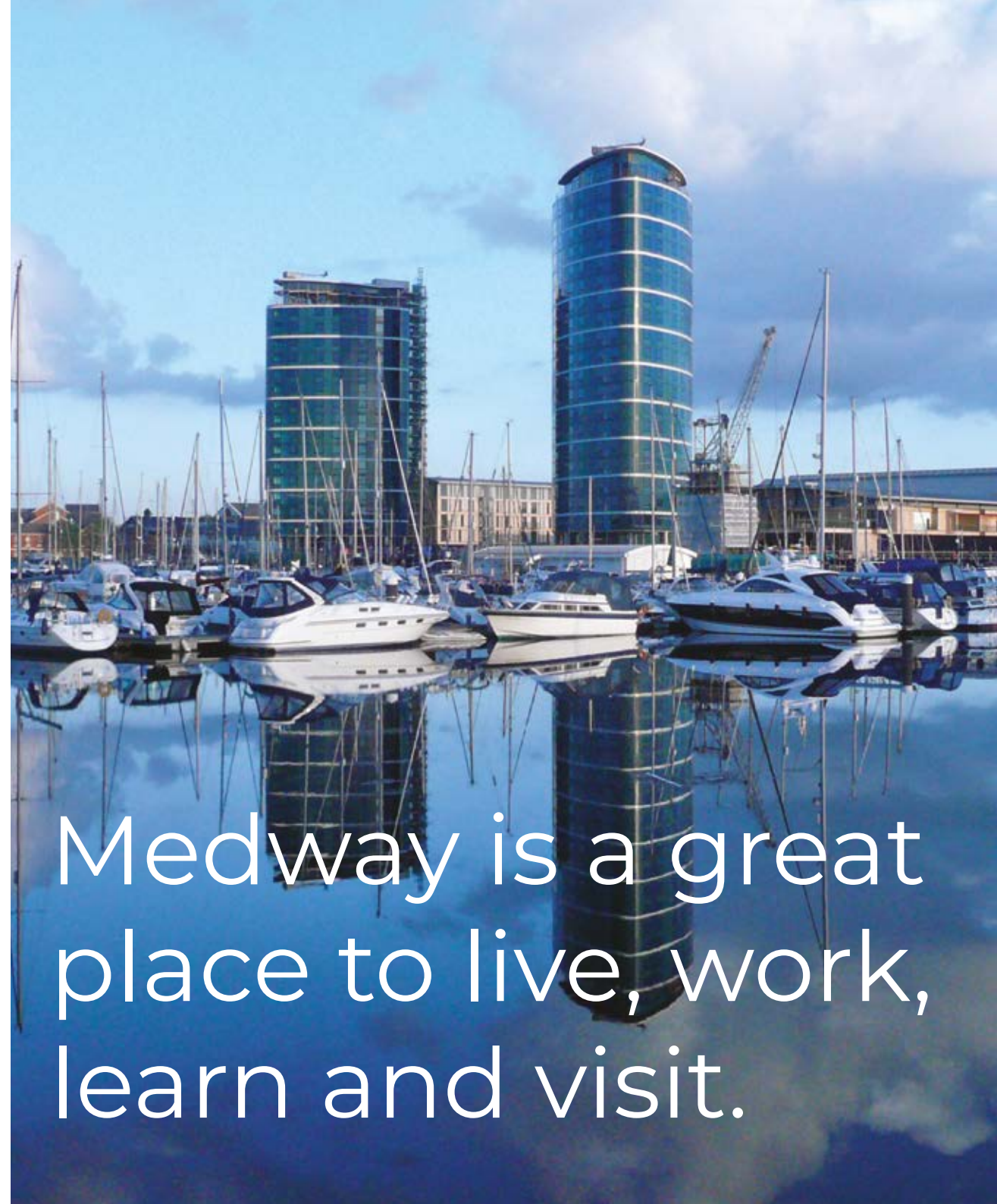
Director of People  
(Children and Adults)



At Medway Council, our vision and values put children at the heart of everything we do. We believe that every child deserves the opportunity to grow, learn, and thrive in a safe and supportive environment. Our commitment to continuous improvement and excellence drives us to provide the highest quality of care and support to children and families.







Medway is a great place to live, work, learn and visit.

# About Medway

Created into a unitary area just 27 years ago, we are hugely proud that in this short time, a massive transformation programme has seen Medway become one of the most promising growth areas in the UK, laying the foundations for a firm future for our residents and communities.

Medway is a vibrant and dynamic community, home to 285,000 residents who contribute to its unique character and energy. Our people make Medway one of the most exciting places to live, work, learn, and visit in the south east. With excellent transport links, including a high-speed train to London in just 35 minutes, Medway is perfectly situated for those seeking a balanced lifestyle with easy access to the capital and beyond.

Our community is dedicated to supporting and nurturing its members, especially

the younger generation. Medway offers a wide range of youth services designed to empower and engage young people, helping them to develop their skills and reach their full potential. Our schools are committed to providing high-quality education, fostering a love of learning and preparing students for future success. With three universities, a university technical college, and the largest further education college in the county, Medway supports a large student population, nurturing the next generation of leaders and innovators.

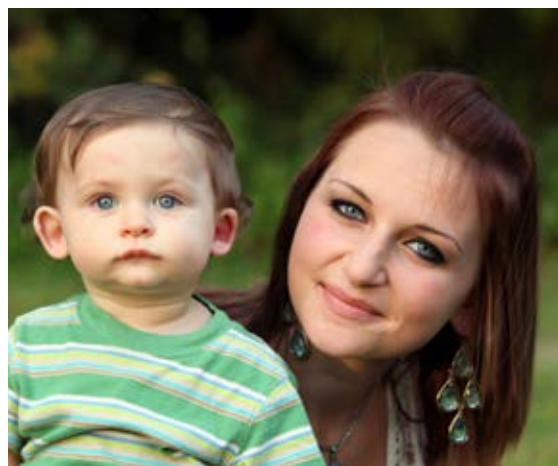






Social care is at the heart of our community, ensuring that all residents receive the support they need to lead fulfilling lives. Our dedicated social care teams work tirelessly to provide compassionate and effective services, addressing the diverse needs of our population. Despite some areas of deprivation, our community is resilient and industrious, with most people in work. Local jobs and businesses are supported through council schemes like Kent and Medway Business Fund, Partners for Growth Fund, Partners for Green Growth Fund, and successful apprentice programmes.

Medway is more than a place; it's a community of people working together to create a bright future. Our economic vision is to continue attracting quality jobs, leveraging opportunities such as The Lower Thames Crossing and our proximity to London. Medway is a hub for innovation and creativity, home to over 14,000 businesses and a growing reputation for creative industries.



We take pride in our vibrant cultural programme, which brings thousands of people together for festivals throughout the year, including our ever popular Sweeps Festival, Armed Forces Day, Dickensian Christmas Festival and our Rochester Christmas Markets. Medway Park, our centre of sporting excellence, hosts major international competitions, reflecting our community's passion for sports and fitness.

Medway is a community where everyone can thrive, supported by robust youth services, excellent schools, and dedicated social care. Together, we are building a brighter future for all.

## WELL CONNECTED



- 34 MINUTES BY HIGH SPEED TRAIN TO MEDWAY FROM LONDON
- MID-POINT BETWEEN THE CAPITAL AND CONTINENT & GATEWAY TO THE COUNTY
- FIVE STATIONS (£37M UPGRADES)
- EXCELLENT LINKS TO MOTORWAYS AND AIRPORTS

11KM

OF WATERFRONT DEVELOPMENT



## BEAUTIFUL GREEN SPACES

- EQUIVALENT TO 14 HYDE PARKS
- 8 GREEN FLAGS
- MORE THAN 110K OF CYCLE ROUTES



## LIVE



## TRANSFORMATIONAL INVESTMENT

- 28,000 NEW HOMES BY 2041, 1,594 EACH YEAR
- REGENERATION PROGRAMMES UNDERWAY IN ALL 5 MAIN TOWNS

## SUPPORTIVE, CARING COMMUNITIES



## AFFORDABLE LIVING FOR ALL

- "LONDON LIFE WITHOUT THE PRICE TAG" - DAILY TELEGRAPH
- LOW TAX ECONOMY

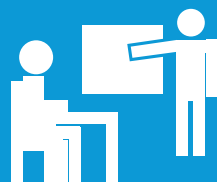


## WEEKLY WASTE & RECYCLING COLLECTION

EXCELLENT RANGE OF  
LEISURE AND  
CULTURAL  
FACILITIES



103 SCHOOLS  
ACROSS MEDWAY



MULTI-UNIVERSITY CAMPUS SITE,  
MIDKENT COLLEGE AND UNIVERSITY  
TECHNICAL COLLEGE DEVELOPING  
VOCATIONAL SKILLS

## LEARN

EXCELLENT  
SECONDARY,  
GRAMMAR  
AND PRIVATE  
SCHOOLS

WORLD CLASS  
RESEARCH



PRODUCTIVE COLLABORATIVE  
LINKS BETWEEN EDUCATION AND  
LOCAL BUSINESSES - DEVELOPING SKILLS  
FOR THE FUTURE



SPACE  
FOR LARGER  
INDUSTRIAL UNITS



NEW BUSINESS GROWTH RATE  
ABOVE 13% 2015-219



## 14,000+ BUSINESSES

- AN ENTREPRENEURIAL HUB FOR HI-TECH ENGINEERING AND CREATIVE BUSINESSES
- MULTINATIONALS (BAE SYSTEMS/PHINIA TO SMALL AND MEDIUM-SIZED ENTERPRISES
- HUB FOR THE CREATIVE INDUSTRIES

## WORK

+£5.9BN

VALUE OF OUR ECONOMY



## GROWING EMPLOYMENT SPACES TO SUIT ALL BUSINESSES

- INNOVATION CENTRE MEDWAY
- INNOVATION STUDIOS MEDWAY
- INNOVATION PARK MEDWAY

# MEDWAY



ATTRACTING NEARLY 5 MILLION  
VISITORS EACH YEAR, TOURISM  
SUPPORTS 6,500 JOBS IN MEDWAY AND  
BRINGS £345M TO THE LOCAL ECONOMY



## VIBRANT

PROGRAMME OF  
FESTIVALS AND EVENTS  
THROUGHOUT THE YEAR

## VISIT

WATER ACCESS AND MARITIME  
LEISURE OFFER

FABULOUS BARS AND RESTAURANTS  
AND WATERFRONT DINING

## RICH HERITAGE - OUTSTANDING TOURIST DESTINATION



- SECOND OLDEST CATHEDRAL IN THE COUNTRY
- HISTORIC DOCKYARD CHATHAM
- TWO ANCIENT CASTLES
- RICH CONNECTIONS WITH DICKENS
- HOME OF THE ROYAL ENGINEERS SINCE 1815 INCLUDING AN AWARD WINNING MUSEUM



## HOME TO SPORTING EXCELLENCE

- GILLINGHAM FC
- HOLCOMBE HOCKEY CLUB
- MEDWAY PARK - REGIONAL CENTRE OF SPORTING EXCELLENCE
- HOST TO INTERNATIONAL SPORTS EVENTS AND TOURNAMENTS
- SKI SLOPE AND ICE RINK



# One Medway Council Plan corporate priorities

- 1: Delivering quality social care and community services
- 2: Benefitting from good education, quality jobs and a growing economy
- 3: Enjoying clean, green, safe and connected communities
- 4: Improving health and wellbeing for all
- 5: Living in good-quality, affordable homes



To read the full One Medway Council Plan, visit:  
[medway.gov.uk/onemedwayplan](https://medway.gov.uk/onemedwayplan)

# Our Values and Behaviours

Our values and behaviours are at the heart of what we do, defining us as an organisation and underpinning how we work with others:



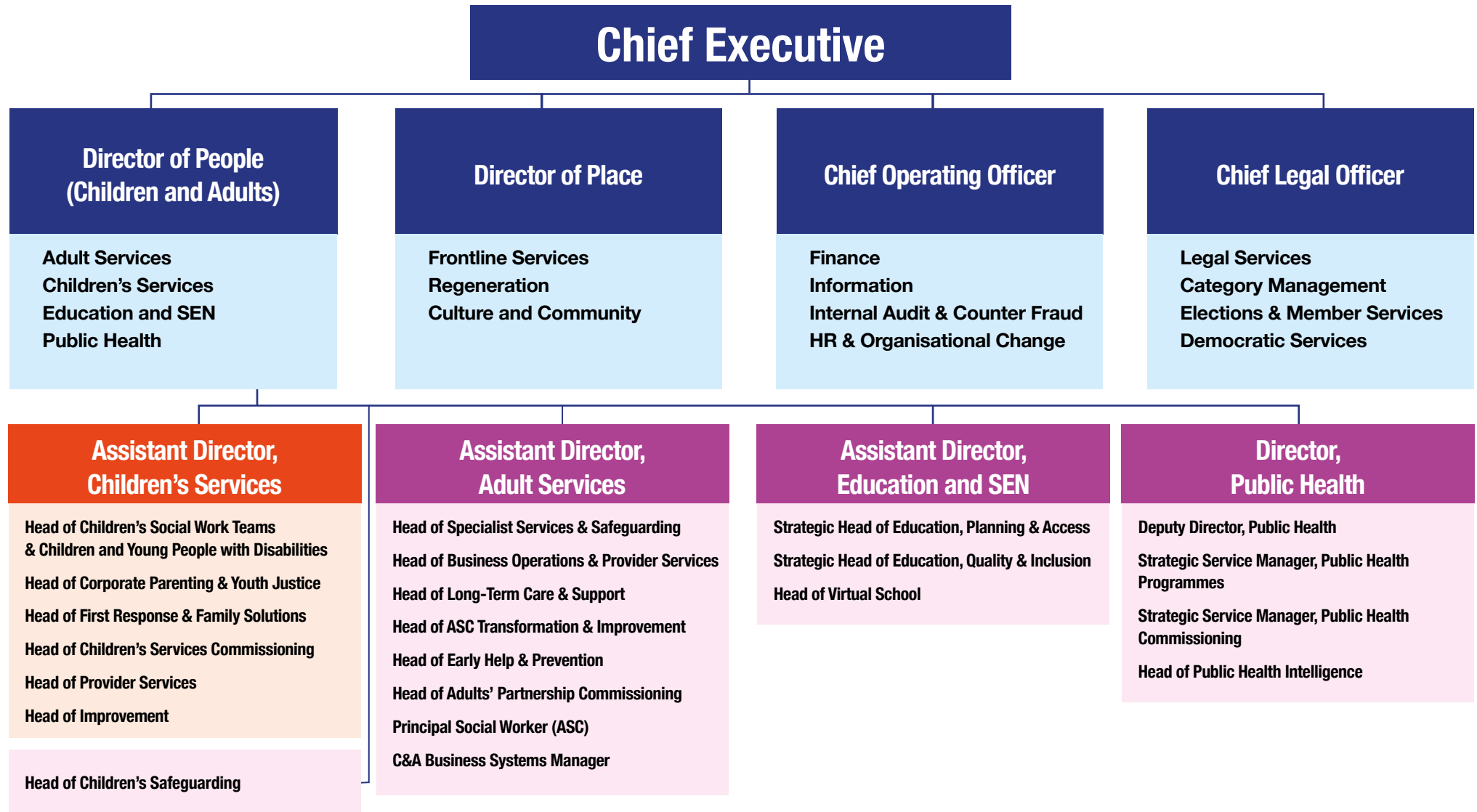
# Our People Promise

At Medway Council, we are dedicated to supporting the growth and success of all our staff. Our goal is to equip our people with the tools, resources, and opportunities necessary for their professional development within the organisation. Our ongoing commitment is outlined in our People Promise which encompasses everything we do to support you and aligns with our vision and our priorities. It illustrates how our people can excel in their roles and feel valued at work, whilst also highlighting what makes us an employer of choice.





# Organisation structure



# The role

Designation:  
Assistant Director - Children's Services

Directorate:  
Children and Adults

Department:  
Children's Services

Responsible to:  
Director of People - Children and Adults

Grade:  
Assistant Director

To lead, manage and take overall responsibility for the work of Children's Services, Early Help and Targeted Support, ensuring that the services provided reach the children they need to in a timely way, keep children safe and support families to remain together wherever this is in the child's best interests.

Lead the senior management team in driving Children's Services reforms, ensuring high-quality social care and continuous improvement to meet the needs of children and families in Medway.

To provide high quality visible leadership and influence with partner organisations to meet the statutory requirements of co-operation with others to protect children and young people, and promote their health, safety and wellbeing, minimising risk and providing appropriate support for those in public care, at risk and those in need.

To ensure that when children are in public care the quality of services is at least good, offer value for money and support positive outcomes for children as well as meeting statutory and regulatory requirements.

To lead on the development of new initiatives that innovate services built on best practice models with demonstrable outcomes and grounded in the needs of Medway and shaped by the voices of services users.

To contribute substantially to the planning, implementation and development of the



programme of change for Children's Services throughout Medway in order to achieve a culture and practice of child focused services that enable children who are vulnerable to receive the support they need from a range of agencies in a timely and effective way, wherever possible focusing on prevention and early intervention.

To develop and embed a culture of performance management that promotes positive social work professional standards, ensures that there is strong and owned quality assurance, that continual self improvement and reflection are a key part of the culture and that the voices of children shape the services that are delivered.

To play an active part within the children and adults departmental management team developing opportunities for integration and collaboration with adults services, education and health.

To contribute significantly to the corporate management of the council through delivery of core values, the council priorities

and development of cross-boundary working seeking to influence the wider environment in which families of Medway raise their children.

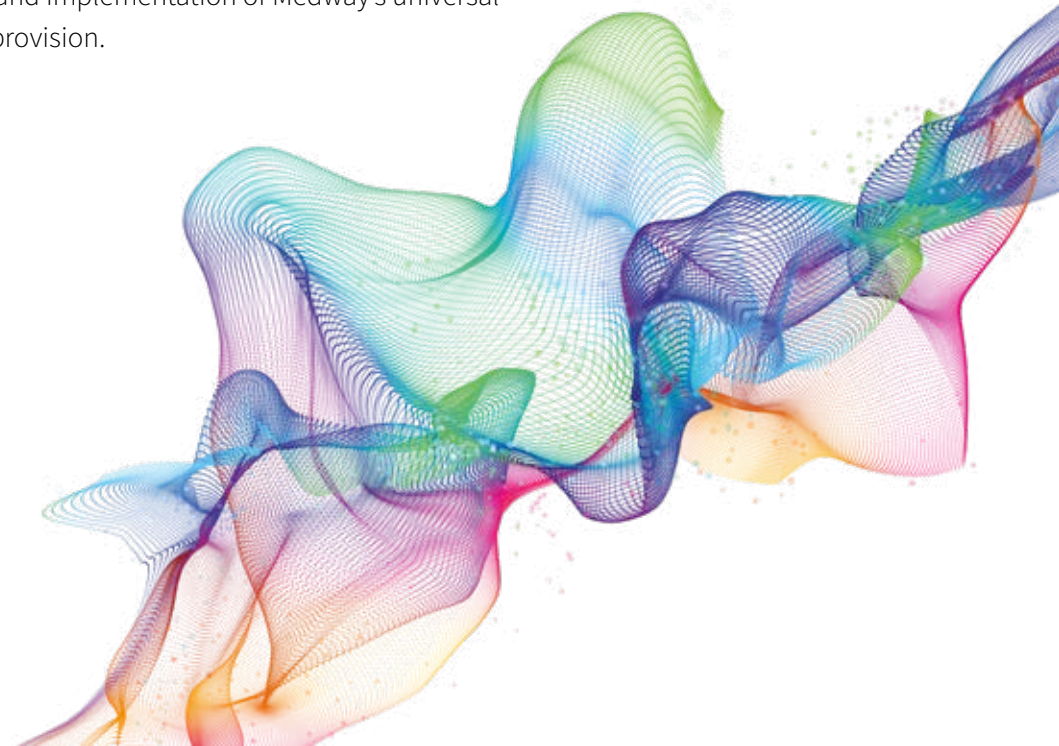
To maintain outward focused Children's Services that learn from others, contribute to sector-led improvement and strives to be the best at what it does.

To lead and manage the Children's Commissioning Service and associated placements.

To ensure budget planning and expenditure is in accordance with council standards and that the service delivers within the agreed budget, seeking value for money in all that it does.

To ensure a broad range of interventions and services are provided to meet the needs of children and young people who have offended and those at risk of offending and their victims.

To lead the strategy and implementation of Medway's universal and targeted youth provision.





# Person specification

## Qualifications/experience

- A relevant academic or professional qualification coupled with significant experience in senior management roles in a large organisation with children's social care focus, with a track record of delivery, and in working with senior colleagues and partner agencies and organisations.
- A recognised professional social work qualification, and extensive post-qualification experience of managing children's social care services at a senior level.
- Extensive demonstrable experience of leading safeguarding and children's social care systems and a strong understanding of how best outcomes for children can be achieved and sustained.
- Registered with Social Work England and ongoing commitment to Social Work England Professional Standards
- Managerial qualification and strong demonstrable evidence of commitment to professional development.

## Strategic vision

- Leads the development of strategic vision(s) for service(s) involving key stakeholders and taking into account future trends, national/wider organisational priorities and future service needs.
- Contributes to the development of the strategic vision and objectives of the council as a whole.
- Translates strategic vision into operational reality to the benefit of vulnerable children and their families.

## Organisational insight

- Has a broad grasp of the internal and external context for services managed, their associated policies/procedures and operational issues.
- Understands and promotes best practice in terms of policy and activity within the relevant field(s).
- Understands the central importance of a positive organisational culture that values and respects its staff and the children and families it aims to help.



## Inspirational leadership

- Strongly advocates equality, ethics and integrity in all areas.
- Creates and inspires a culture of innovation and improvement.
- Develops and implements effective influencing strategies with key stakeholders.
- Demonstrable track record of providing inspirational leadership and achieving excellence in the management of children's social care services, contributing to a culture where change, improvement and learning are welcomed and supported.
- Ability to develop and lead a culture that embeds performance, professional development and a tenacious focus on improving the outcomes for children. This must demonstrate that the child's voice is evident within everything we do, and that the lived experience of our children drives improvement.
- Ability to work across boundaries and in partnership to implement work programmes and projects that ensure a strong early help offer to the more vulnerable children in Medway.



- Commitment to equality and diversity, identifying service strategies to deliver equitable and fair services for users and employees, actively promoting diversity.

## Stakeholder management

- Builds effective, productive relationships using a perception and intuition.
- Promotes a culture that encourages collaboration within and beyond organisational boundaries.
- Can communicate complex information and engage effectively to large and diverse audiences.

## Service effectiveness

- Takes a proactive approach to long term resourcing issues and financial plans, using information effectively, and managing risk.
- Develop strategic business plans for all service areas, develop capability and review achievement.
- Ensure business strategy is aligned to user needs.
- Sound judgement, particularly in relation to the assessment and management of risk to children and young people and the ability to analyse a situation and give guidance to operational staff.
- Able to develop well thought out and flexible solutions to ensure that the outcomes of the most vulnerable children are protected and promoted whilst ensuring that statutory and regulatory standards are fully met.
- To ensure that children who are in public care are provided



with good quality services and their outcomes improved by this experience.

- The ability to recruit, manage and develop social workers and social care employees, ensuring their well-being at work, in order to deliver services to the highest standards in an often ambiguous and changing environment.
- Evidence of commitment to, and ability to provide, a culture of continuous improvement with sound understanding of the statutory and regulatory environment.

### Leading change

- Develops a culture which supports and encourages change.
- Implements effective problem solving strategies.
- Contributes to organisational change at a service, directorate and organisational level (where required).

### Team engagement

- Develop a culture of employee engagements and involvement to maximise productivity and motivation.



# Employment package

## Assistant Director Children's Services

### Salary

The salary range of the post is £86,519-£103,253 per annum. In addition you will receive a special allowance of £6,271 per annum to provide a vehicle for work purposes and private medical insurance.

### Leave

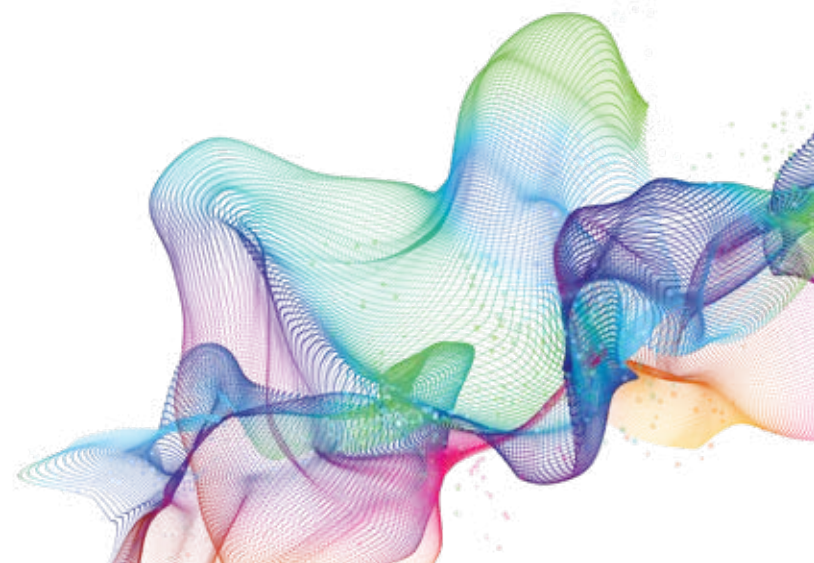
Annual leave for this post is 29 days rising to a maximum of 32 days following completion of appropriate service. In addition you will receive one ex-gratia day to be taken as determined by the council. All new entrants to local government are entitled to annual leave in proportion to the completed full months of service in the leave year. Part-time employees have an equal annual leave entitlement in proportion to the number of hours worked.

### Recruitment timetable (tbc)

Closing date - Friday, 9 May 2025

Assessment centre - w/c 9 June 2025

Interview panel members - Monday, 16 June 2025



This information can be made available in other formats phone, **01634 333333**

If you want to speak to somebody in your own language the Community Interpreting Service can help, phone 01634 335577

বাংলা	331780	गुजराती	331782	ਪੰਜਾਬੀ	331784	کوردی	331841	اردو	331785	Русский	332374
中文	331781	हिंदी	331783	Polski	332373	অহম্মদাবাদ	331786	فارسی	331840	Lietuviškai	332372

**MEDWAY**