



Livingston James



POSITION PROFILE



Director of Children & Families



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Thank you very much for your interest in becoming our new Director of Children & Families.

Underpinning everything we do is our ambition to ensure the children we work with have an equal chance regardless of their start in life. We will work relentlessly to ensure that the United Nations Convention on the Rights of the Child is fully embedded in law and is visible across our organisation and obvious in what we do and how we work with children, young people and their families.

With ambitious growth plans we acknowledge that, as an organisation, we need to be nimbler and embrace change and innovation. Working collaboratively with colleagues across the organisation to deliver operational efficiencies and enable the growth of our services to support more children and families earlier, our new Director of Children and Families will be pivotal to the sustainability, reputation, success and future of Aberlour.

The role operates in dynamic internal and external environments with a high degree of complexity particularly in relation to standards and safeguarding of both current and planned services. As an informed and authoritative voice on social policy affecting children and families in Scotland at both a national and local level, you will develop and embed a culture of continuous improvement whilst also further raising the profile of Aberlour and the voices of the children, young people and families we support, building on our reputation as a trusted provider of high-quality services.

Our people are Aberlour's biggest asset, and our most precious resource, and we want to champion employment and volunteering relationships that are transparent, mutually supportive and meaningful. Ultimately this will ensure we deliver against our ambition for Aberlour to be the best employer that we can be and somewhere people choose to work and stay.

If you would relish the opportunity to join an ambitious and values-based organisation focused on beating both poverty and discrimination, we would love to hear from you.



Sally-Ann Kelly
Chief Executive



From its origins of a home for “motherless bairns” opened on 4th March 1875, Aberlour Child Care Trust (“Aberlour”) has grown significantly and currently supports disadvantaged Children, young people and families to have a brighter future throughout Scotland.

Our mission is to be brave for children and families. We work together to beat poverty, disadvantage and discrimination, providing support at the earliest opportunity. Giving children an equal chance, and the best possible start in life is at the heart of everything we do.

Our current priorities include:

- Supporting children and young people and their families earlier
- Providing high-quality care and support in our children’s houses and our foster care within a loving, homely environment where children and young people have a genuine sense of belonging and connection
- Supporting children and families affected by disability to live life to the full, free of discrimination
- Offering compassionate support to families affected by domestic abuse and substance misuse in their efforts to recover from trauma
- Offering young people support to regain control of their lives through building trusting and respectful relationships with their families

We have four core values which guide all of our activities:

Respect: We care about one another’s feelings and opinions. As an organisation that stands up for every child’s right to thrive, a culture of respect is inherent in our work.

Integrity: We recognise that to represent the concerns of Scotland’s children and families fully, we may have to take difficult decisions. We strive to always act with integrity.

Innovative: We are committed to improving how we help Scotland’s most disadvantaged children and families earlier and faster. We know that they are experts in their own lives and can help us become the best possible innovators. We use this expertise to drive our ideas and our thinking.

Challenging: We challenge ourselves to be the best we can be and we listen carefully to children and families about their experiences. Externally we use our campaigning voice to strengthen policies that promote equal opportunity and equality. We make sure the voices of children and families are heard.

More information on the organisation could be found at: www.aberlour.org.uk.



Job Title:	Director of Children and Families
Location:	Hybrid Working - Offices based in Glasgow & Stirling
Reports to:	Chief Executive

With strategic and operational responsibility for all Children and Families Services you will focus on ensuring: regulatory compliance; continuous practice improvement and excellence; effective people, risk and financial management; the growth and development of new services and the maintenance and sustainability of existing services.

As an informed and authoritative voice on social policy affecting children and young people in Scotland at both national and local levels, you will directly support operational managers balance excellence in professional social care practice with business planning and project management.

Key Priorities for the role include:

- Provide strategic and operational leadership to your team of leaders to achieve both the organisation's overall mission, ensure excellence in delivery and both professional childcare standards and regulatory requirements are consistently met
- Directly lead the scoping and planning for the development or expansion of existing services, as well as the creation of new services
- Undertake regular horizon scanning and environmental analysis to ensure Aberlour has a full understanding of the potential for growth and responds effectively to changing patterns of service needs and commissioning
- Develop appropriate processes, systems and working practices that will support and enable both a quality and continuous improvement culture and ensure insights-based impact reporting, evaluation and decision making.
- Represent and promote Aberlour at national and local levels – establishing effective working relationships with senior officers in local authorities, health boards, civil servants and politicians to progress policy and service related issues on behalf of children and families and ultimately achieve the best outcomes for children
- As part of the Senior Leadership Team, directly contribute, influence and inform the corporate strategic decision-making and planning processes and ensure the continued sustainability and development of Aberlour
- Help to maintain a culture of shared responsibility and individual accountability at all levels in line with Aberlour's four core values

Duties and Responsibilities:

- Lead, support and develop a team of senior managers to shape the strategic direction of service provision and the delivery of excellent practice within Aberlour
- Lead the strategic development and delivery of professional practice across all categories of service to ensure that Aberlour delivers services which comply with all legal, regulatory, ethical and social requirements



- Responsible for planned decision making across all operational services as well as both the growth and sustainability of service provision, ensuring that strategic and operational objectives are met and that resources are appropriately and effectively deployed
- Identify and manage risk across all services in order to remove or minimise such risk, reporting to the Chief Executive on a regular basis. At both strategic and operational levels, ensure that all Services are reviewed and evaluated to ensure that effective quality controls are in place and continuous improvement takes place
- Support contract negotiations with external fund holders to ensure that current service provision is maintained and/or enhanced
- Maintain a high level of understanding of the relevant external environments to effectively inform Aberlour's operational decision-making and capacity to forecast and longer term decisions in relation to service sustainability and good client outcomes
- Monitor and evaluate trends inside and outside Aberlour, and influence social policy, childcare practice and the development of services for children and young people in Scotland
- Contribute to Aberlour's business development strategy and Co-Lead with the Director of Growth & Marketing the research and development of new service models aligned to business opportunities and revenue streams that will support the growth of all Aberlour services
- Maintain oversight, including ongoing review, of Aberlour's Strategic Relationship Management Framework to ensure positive relationships are sustained with key influencers at all levels within the external environment
- Develop and maintain external relationships to influence social policy and childcare practice, and to promote Aberlour's work and policy positions
- Maintain effective networks and participate in discussions with other voluntary sector organisations, in respect of both issues relating to policy for children, families, as well as issues for Aberlour as a service provider, with a view to influencing policy and achieving the best outcomes for children
- Participate in Scottish Government steering groups to represent the organisation and the voluntary sector
- Deputise for the Chief Executive as required, maintaining awareness of all strategic issues including the management of risk and advice, and providing guidance to other Directors and Chairs of the Board on decisions affecting the governance and reputation of Aberlour



As an inspiring, solutions focused and forward leader with experience gained within the social care field including the provision of services for children, young people and families, you will bring a strong understanding of the complexities, particularly in relation to standards and safeguarding, and a desire to deliver impact change

Able to balance both internal / external activity and strategic / operational management in a way that achieves results in the here and now whilst also planning for benefit realisation in the future, the successful candidate will bring direct involvement in developing both strategic and operational plans to ensure continuous improvement.

As an accomplished communicator, our new Director of Children and Families will also be able to build and maintain strong working relationships with a range of stakeholders

Evidence of knowledge and skills in:

- Service design, delivery, evaluation and improvement
- Project management and business development methodologies
- Workforce planning and good people management principles and practices, including change management
- Financial management and budgetary control
- Interaction with funding bodies and negotiations at senior level.
- Strategic, systematic and creative thinking
- Effective delegation
- Change Management
- Business planning, workforce planning and forecasting resource requirements
- Networking and partnership working
- Evaluating, problem solving and decision-making
- IT skills including communications and office applications
- Information Management, Analysis and Reporting
- Conflict management, negotiation and consensus building
- Oral and written communication, presentations and public speaking
- Budget setting, management and review

Key Behaviours

- You constantly seek to improve performance
- You work towards a clearly defined vision of the future
- You articulate vision in a way that generates excitement, enthusiasm commitment and a sense of common purpose from others
- You present information clearly, accurately and in a way which promotes understanding
- You work to turn unexpected events into opportunities rather than threats, and find practical ways to overcome barriers
- You take and implement difficult/unpopular decisions if necessary
- You take personal responsibility for making things happen
- You model behaviour that show respect, helpfulness and cooperation
- You take pride in delivering high quality work



Remuneration:

Salary:	£71,444 – 76,793
Pension:	Contributory pension scheme Employer contributes 7% rising to 10%
Holidays:	40 days (including bank holidays)

The Recruitment Process:

The recruitment process is being handled by our retained advisors, Livingston James.

Douglas Adam at Livingston James will conduct the first stage interviews prior to discussing candidates with Aberlour at the shortlist meeting.

Interested candidates should provide a CV and covering letter, outlining their interest and suitability, to Douglas Adam at douglasadam@livingstonjames.com

