

Public Document Pack

County Council

Meeting Venue

Hybrid meeting - Zoom - County Hall

Meeting date

Thursday, 25 January 2024

Meeting time

10.00 am

For further information please contact

Stephen Boyd

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steve.boyd@powys.gov.uk



County Hall
Llandrindod Wells
Powys
LD1 5LG

Mae croeso i chi siarad yn Gymraeg neu yn Saesneg yn y cyfarfod, a bydd gwasanaeth cyfieithu ar y pryd ar gael.

You are welcome to speak Welsh or English in the meeting, and a simultaneous translation service will be provided.

AGENDA

1.	APOLOGIES
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To receive apologies for absence.

2.	DECLARATIONS OF INTEREST
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To receive any declarations of interest from Members relating to items to be considered on the agenda.

3.	EXEMPT ITEMS
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The Monitoring Officer has determined that category 1 of the Access to Information Procedure Rules applies to the following item. His view on the public interest test (having taken account of the provisions of Rule 14.8 of the Council's Access to Information Rules) was that to make this information public would disclose personal data relating to an individual in contravention of the principles of the Data Protection Act. Because of this and since there did not appear to be an overwhelming public interest requiring the disclosure of personal data he felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider these factors when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.

4.	INTERVIEWS FOR THE POST OF DIRECTOR OF SOCIAL SERVICES AND WELLBEING
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- 4.1. **To interview candidates for the post of Director of Social Services and Wellbeing**
(Pages 5 - 10)
- 4.2. **To decide if the candidates(s) are appointable.**
- 4.3. **If there is more than 1 appointable candidate , to determine by secret ballot which of the candidates is the preferred candidate.**
- 4.4. **To determine whether to make an appointment.**

Afternoon

5.	INTERVIEWS FOR THE POST OF DIRECTOR OF EDUCATION
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- 5.1. **To interview candidates for the post of Director of Education**
(Pages 11 - 16)
- 5.2. **To decide if the candidate(s) are appointable.**
- 5.3. **If there is more than 1 appointable candidate , to determine by secret ballot which of the candidates is the preferred candidate.**
- 5.4. **To determine whether to make an appointment.**

CYNGOR SIR POWYS COUNTY COUNCIL

JOB DESCRIPTION

Position Title: Director of Social Services and Wellbeing

Service: Chief Executive

Location/Work Base: County Hall, Llandrindod Wells

This is a flexible worker position and therefore the Council offers opportunity to work in an agile way to include home working.

Grade: Director 1 (£106,682 - £114,286)

Contracted hours: Full Time

Reporting to: Chief Executive

The postholder is the Statutory Director of Social Services for Powys Council and the Lead Director for Children and Young People's Services

Your responsibilities:

Strategically lead the following corporate portfolio:

- Adults Services
- Children's Services
- Services for children in need of Care and Support
- Commissioning for Adult and Children's Services
- Safeguarding
- Workforce Development for Adult and Children's Social Services
- Safeguarding Services
- Emergency Duty Team for Adult and Children's Social Services
- Strategic Oversight of the delivery of the health and Care Strategy
- Relationships with Health and Social Care Partners
- Workforce Futures
- Community Services' (leisure, culture, sport, play)
- Wellbeing
- Interface with Health
- Supporting and promoting health & care services to improve wellbeing
- Prevention & early intervention services

- Health promotion
- North Powys Wellbeing

Leading and managing the Council's corporate portfolio, working with the Chief Executive and the Corporate Leadership Team to provide strategic leadership across Powys Council to ensure high performance, sustainability and to protect the people and place of Powys.

Support Cabinet Members to provide a strong, visible, inspirational leadership across the Portfolios.

Work with Members of the Cabinet, Committees and Full Council to provide impartial and professional advice as necessary.

To identify strategic opportunity and provide vision, leadership, drive and oversight of major strategic priorities through effective leadership and management of Heads of Service.

To work collectively and collaboratively with the Corporate Leadership Team to ensure a whole organisational approach to the delivery of corporate plans and priorities.

Working with system partners on leading the delivery of major programmes and projects, tackling and resolving cross-cutting problems.

To anticipate issues that will affect Powys Council and its communities and identify strategic opportunity and develop appropriate strategy to deliver the best outcomes for Powys.

To identify, build, maintain and develop effective stakeholder partnership relationships ensuring they support and enhance the delivery of both Powys and shared priorities and plans.

Provide inspiring professional leadership to achieve the following:-

- Encourage commitment from services and teams.
- To enable a positive, motivated, organisational and high performing culture
- Ensure high customer focus.
- Ensures services focus on continuous improvement.

Ensure financial management and oversight of services to ensure best value for money.

Leading effective performance management and scrutiny systems to support the commissioning, delivery and improvement of services for which the post holder is accountable.

Establish robust governance mechanisms that ensure clear oversight of standards that meet regulatory requirements.

Work positively with all Inspectorates / Regulators – seeking opportunities to learn from concerns / complaints and best practice. To include proactively ensuring quality assurances mechanisms are in place.

»» DBS:

This position has a requirement for a Standard DBS Check.

»» Health and Safety Statement:

To be responsible for the development and implementation of health and safety principles and practice as laid down in Council's Health & Safety policies and arrangements.

»» Equalities Statement:

To be responsible for implementation of equal opportunities principles and practice as laid down in the Council's Equalities Policy.

»» Welsh Language Requirement:

Welsh language skills need to be learnt when appointed to the post.

»» Political Restrictions

Under the provisions of the Local Government & Housing Act 1989, the holder of this post will be subject to political restrictions. These prevent the postholder from being or attempting to become a Member of the House of Commons, member of the Welsh Assembly or the European Parliament, or a Councillor (with the exception of a Community Councillor), or an officer of, and/or canvasser on behalf of a political party.

NOTE;

Notwithstanding the detail in this job description, the job holder will undertake such work as may be determined by the Manager from time to time, up to or at a level consistent with the 'Principal Responsibilities of the Job'.

PERSON SPECIFICATION

Director of Social Services and Wellbeing

Attribute	
Educated to degree level or equivalent significant experience in a relevant field.	Essential
Post-graduate Management Qualification	Desirable
Leadership and Management Qualification	Essential
Relevant experience at a senior level in subject area.	Essential
An excellent track record of achievement at a senior level within a large, complex, and political environment. To include, a comprehensive understanding of local government, the national political context within which it operates and the current challenges and opportunities.	Essential
Experience of providing leadership, guidance and support to Elected Members, colleagues and partners to enable effective decision making and the highest standards of corporate governance.	Essential
Ability and demonstrable experience of anticipating issues, identifying strategic opportunity, and developing appropriate strategy to deliver the best outcomes for the Council.	Essential
Ability and demonstrable experience of innovative and creative thinking, resulting in proven benefit for the organisation.	Essential
Ability to manage competing priorities, resources and in the context of a range of approaches and during periods of ambiguity.	Essential
Ability and demonstrable experience to identify, build, maintain and develop stakeholder partnership relationships, ensuring they support and enhance the delivery of both Powys and shared priorities and plans. To include the ability to anticipate and balance the needs of multiple stakeholders.	Essential
An excellent track record of building internal relationships and working collaboratively to achieve and deliver against shared objectives and plans.	Essential
Experience and ability to challenge and address difficult situations constructively and with courage to achieve positive outcomes.	Essential
Excellent leadership skills that encourage commitment from others and promotes a positive, motivated organisational and high performing culture,	Essential

which is customer focused and strives for continuous improvement.	
Experience and ability to take on new opportunity and challenge with a sense of urgency, high energy and enthusiasm.	Essential
Ability to self-reflect, be accountable and lead and manage others to be accountable for performance against corporate plans and objectives.	Essential

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CYNGOR SIR POWYS COUNTY COUNCIL

JOB DESCRIPTION

Position Title:	Director of Education
Service:	Chief Executive
Location/Work Base:	County Hall, Llandrindod Wells

This is a flexible worker position and therefore the Council offers opportunity to work in an agile way to include home working

Grade:	Director 2 (£94,282 - £101,889)
Contracted hours:	Full Time
Reporting to:	Chief Executive
Responsible for:	Head of School Improvement and Learning Head of Transforming Education Mid Wales Education Partnership lead (joint post with Ceredigion Council)

The postholder is the Statutory Director of Education for Powys and will be accountable for the effective and efficient delivery of educational services to young people across Powys.

Your responsibilities:

Strategically lead the following corporate portfolio:

- Schools Services
- Standards in schools and School Improvement
- School Transformation
- The local authority's education provision for pupils with additional learning and special educational needs
- Youth Services
- Adult and Community Learning
- Mid Wales Education Partnership
- Regional and National Partnerships
- Cross networking with Powys Local Health Board

Leading and managing the Council's corporate portfolio, working with the Chief Executive and the Corporate Leadership Team to provide strategic leadership across Powys Council to ensure high performance, sustainability and to protect the people and place of Powys.

Support Cabinet Members to provide a strong, visible, inspirational leadership across the Portfolios.

Work with Members of the Cabinet, Committees and Full Council to provide impartial and professional advice as necessary.

To identify strategic opportunity and provide vision, leadership, drive and oversight of major strategic priorities through effective leadership and management of Heads of Service.

To work collectively and collaboratively with the Corporate Leadership Team to ensure a whole organisational approach to the delivery of corporate plans and priorities.

Working with system partners on leading the delivery of major programmes and projects, tackling and resolving cross-cutting problems.

To anticipate issues that will affect Powys Council and its communities and identify strategic opportunity and develop appropriate strategy to deliver the best outcomes for Powys.

To identify, build, maintain and develop effective stakeholder partnership relationships ensuring they support and enhance the delivery of both Powys and shared priorities and plans.

Provide inspiring professional leadership to achieve the following:-

- Encourage commitment from services and teams.
- To enable a positive, motivated, organisational and high performing culture
- Ensure high customer focus.
- Ensures services focus on continuous improvement.

Ensure financial management and oversight of services to ensure best value for money.

Leading effective performance management and scrutiny systems to support the commissioning, delivery and improvement of services for which the post holder is accountable.

Establish robust governance mechanisms that ensure clear oversight of standards that meet regulatory requirements.

Work positively with all Inspectorates / Regulators – seeking opportunities to learn from concerns / complaints and best practice. To include proactively ensuring quality assurances mechanisms are in place.

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»» Equalities Statement:

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»» Welsh Language Requirement:

Welsh language skills need to be learnt when appointed to the post.

»» Political Restrictions

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NOTE;

Notwithstanding the detail in this job description, the job holder will undertake such work as may be determined by the Manager from time to time, up to or at a level consistent with the 'Principal Responsibilities of the Job'.

PERSON SPECIFICATION

Director of Education

Attribute	
Educated to degree level or equivalent significant experience in a relevant field.	Essential
Qualified teacher status and associated registrations	Essential
Post-graduate Management Qualification	Desirable
Leadership and Management Qualification	Essential
Relevant experience at a senior level in subject area.	Essential
An excellent track record of achievement at a senior level within a large, complex, and political environment. To include, a comprehensive understanding of local government, the national political context within which it operates and the current challenges and opportunities.	Essential
Experience of providing leadership, guidance and support to Elected Members, colleagues and partners to enable effective decision making and the highest standards of corporate governance.	Essential
Ability and demonstrable experience of anticipating issues, identifying strategic opportunity, and developing appropriate strategy to deliver the best outcomes for the Council.	Essential
Ability and demonstrable experience of innovative and creative thinking, resulting in proven benefit for the organisation.	Essential
Ability to manage competing priorities, resources and in the context of a range of approaches and during periods of ambiguity.	Essential
Ability and demonstrable experience to identify, build, maintain and develop stakeholder partnership relationships, ensuring they support and enhance the delivery of both Powys and shared priorities and plans. To include the ability to anticipate and balance the needs of multiple stakeholders.	Essential
An excellent track record of building internal relationships and working collaboratively to achieve and deliver against shared objectives and plans.	Essential
Experience and ability to challenge and address difficult situations constructively and with courage to achieve positive outcomes.	Essential

Excellent leadership skills that encourage commitment from others and promotes a positive, motivated organisational and high performing culture, which is customer focused and strives for continuous improvement.	Essential
Experience and ability to take on new opportunity and challenge with a sense of urgency, high energy and enthusiasm.	Essential
Ability to self-reflect, be accountable and lead and manage others to be accountable for performance against corporate plans and objectives.	Essential

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