Role profile

**Partnership Lead for Children & Young People’s Mental Health Services**

**Our values:**

**We are dedicated, respectful, collaborative. We are Milton Keynes City Council.**

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| **Service** | Children Services |
| **Reports to** | Assistant Director Childrens Social Care (MKCC) & Senior Health Leader |
| **Job family** | Strategic Leadership |
| **Grade** | M |
| **Political restricted?** | N |
| **DBS required?** | Y – basic |
| **Date** | July 2024 |
| **JE Code** | JE2644 |

Key deliverables

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| **1** | Develop and clearly articulate the offer available at each of the five i-THRIVE needs-based levels, and how to access it. |
| **2** | Ensure that those who are ‘thriving’ or need ‘advice and signposting’ can access the preventative information and support without needing a referral. It will also include implementing a commissioned community based ‘getting help’ offer which is currently being developed. |
| **3** | Enhance our Single Point of Access (SPA) for young people’s emotional wellbeing and mental health support. |
| **4** | Ensure clear partnership communications with and for young people, under a single approach to ensure all understand this model, and arrangements are aligned to ensure expectations are clear in relation to referrals and compliance. |
| **5** | Ensure there are clear pathways into and from a Single Point of Access (SPA), including escalation and step-down routes, clarity on access to specialist support, and links with MASH. The system should be flexible to the needs of young people with complex conditions. |
| **6** | Development of a data/ evidence-based system, addressing inequalities in relation to access, experience and outcomes from mental health support, and allows for evaluation of outcomes. |
| **7** | Ensure joint ownership of CYP emotional wellbeing and mental health needs across the partnership, and enable priority focus on Milton Keynes children and young people to improve accessibility and timeliness to the right support/ intervention. |
| **8** | Ensure that children and young people with some of our most complex care and mental health needs have a robust plan which is shared and owned by all agencies responsible for delivering good care and good outcomes. |

*Within reason these key deliverables may evolve to meet service need and it is expected that you will be flexible and adaptable in your delivery to meet both service and city council wide needs*

**Essential requirements** Key skills, expertise, and qualifications

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| **1** | Extensive knowledge of Milton Keynes Services and Needs, or other relevant health and care systems. |
| **2** | Educational qualification to degree level. Qualified Health/Social Care professional. Expert knowledge of mental health services and pathways and working with vulnerable children and young people and relevant legislation. |
| **3** | Able to innovate, challenge the status quo, and lead transformation, inspiring others to follow leadership during the change process. |
| **4** | Thinks and acts strategically in the short, medium and long term, leading influence in areas of significant challenge within own area of work and in support of others. |
| **5** | Is able to assess and manage risk, putting in place effective plans to mitigate high risk  Is independent, resourceful and resilient in the face of challenge to problem solving proposals. |
| **6** | Experience of managing significant financial budgets; Able to account for use of resources to demonstrate value for money across a number of interrelated projects and securing outstanding outcomes. |
| **7** | Highly developed oral and written communications skills. |
| **8** | Shows outstanding leadership within the local area, service group and with partners.  Demonstrates strong commitment to public service, and ability to work at a senior level across multiple partner agencies. |
| **9** | Highly developed analytical skills. Able to harness resources and, in partnership with others, think creatively to find unique solutions to long lasting and highly complex problems. |

Job family

**Strategic Leadership (Grade M)**

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| **Colleague expectations**   * Be professional at all times * Work together for the good of the team, city council and local people * Promote a supportive culture * Challenge assumptions * Take ownership * Be willing to change and do things differently * Always work in a safe manner | **Manager expectations**   * Be a role model by displaying positive behaviours at all times * Make well-considered decisions * Support, coach and communicate with my team * Be accountable for my team’s performance |

The essential characteristic of strategic leadership jobs is that they bear responsibility for the planning and development of the city council's approach to its statutory and elective aims, maximising efficiency, value for money and the quality of service delivery across entire operating functions.

This element of the profile, taken from the job family descriptor for this grade, provides a general understanding of the level of work and demands required.

**Role characteristics**

At this level job holders report to a Group Head or Director and are responsible for the development and implementation of strategy relating to several services within that group.

Role carry significant responsibilities for finance and a range of other non-financial assets.

Job holders make autonomous decisions and lead the management of change throughout their area of influence within the group.

**The knowledge and skills required**

Job holders require advanced theoretical knowledge to make appropriate judgements and decisions at this level. In addition, job holders will maintain ongoing professional development and have a thorough understanding of external legislative and societal change, as well as a deep understanding of the city council’s operational structures which both support and depend upon the job holder’s actions and advice. Roles will be professional experts, providing expert leadership across a number of services.

**Thinking, planning and communication**

Job holders will use their professional expertise to deal with highly complex, pressing issues including change initiatives and risk management across a range of services. They will also look well ahead and take a long-term, strategic view of their project and service delivery objectives over several years into the future, shaping their service’s composition, approach and operating procedures in accordance with wider goals mandated by group management.

The information exchanged at this level will be routinely complex, contentious in nature and/or highly significant to the city council’s reputation. Job holders will have additional demands placed upon them by the need to persuade others to adopt courses of action they may not otherwise wish to take, based on evidence based and reasoned argument. This will occur in written interactions but can also be the case in face to face verbal exchanges where job holders will advocate the city council’s position in response to opposing opinion in a formal or informal setting.

**Decision making and innovation**

The limitations to job holders’ decision making will be only the broad policy and practice guidelines that exist at both a corporate and even national/professional level. At this level of autonomy, job holders will be the final arbiter of many escalated technical and professional disputes and problems. They will report to a Group Head or Director and will devise and implement strategic plans and policy in relation to several service areas.

**Areas of responsibility**

With a diverse range of jobs being represented at this level, the precise blend of responsibilities for which the job holder is accountable will depend upon the service in which they operate.

Roles will focus on the needs of external service users or partners and will be responsible for critical day to day decisions with legal and reputational dimensions and the development of directorate level policy and functional procedures.

In addition, such roles are likely to have very high levels of responsibility for such elements as finance (very substantial budget management), information assets (council-wide systems) or premises (of extremely high value and critical operational importance).

Job holders will have full line management responsibility over several service areas, each with their own full management structure and featuring highly diverse specialties and employee profiles.

**Impacts and demands**

The combination of both tactical and strategic matters that job holders deal with means that roles are inherently very complex, demanding of particularly lengthy periods of concentrated mental attention while also managing very high levels of work-related pressure from deadlines, interruptions or conflicting demands.

At this level, tasks and duties will be generally carried out in a sedentary position but there will always be a requirement for standing and walking from time to time, and the occasional need to lift or carry items.

Job holders will not be required to develop and maintain working relationships with people who, through their circumstances or behaviour, place particular emotional demands on the job holder.

Job holders at this level will find themselves very occasionally exposed to some disagreeable, unpleasant or hazardous working conditions.