

Job Title:	CYP Cluster Manager
Locality:	London & South
Base:	Flexible
Salary:	CGL points 42 to 46 (£44,224.70 - £48,410.34)

1. Main purpose of the role

As a member of the Children & Young People's (CYP) Leadership Team, you will work relentlessly in shaping a society where children and young people can be happy, healthy and safe. A society where all children and young people can thrive.

Working closely with your Regional Head of CYP Services, and wider senior leadership team, you will contribute to the ongoing development of an ambitious, CYP-centred and outcome focussed culture at every level of service delivery. You will provide senior operational leadership and strategic support to CYP services within your locality, including service performance, line management, budget control and strategic stakeholder engagement.

As a champion for positive change, you will help shape a strong vision for the future development of CYP services you are responsible for. You will facilitate a sense of connection with the wider CYP directorate, ensuring local teams feel enabled and empowered to deliver this vision. You will provide a constant stimulus for improving services in a learning environment.

To support these operating principles, you will embrace Change Grow live values:

- Be open
- Be compassionate
- Be bold

In doing this, managers will demonstrate the following competencies and behaviours: Judgement, Open Minded, Diversity, Courage, Communication and Influence, Emotional Intelligence, Leadership and Delivering Results.

2. Reporting and working relationships

Reporting relationships:

The role will report directly to the Regional Head of Children and Young people's Services and be responsible for supporting local and regional leaders.



Working relationships:

The post holder will directly work with and support a range of internal and external stakeholders (see below).



Reporting relationships are subject to change.

3	Role-specific responsibilities
3.1	Through values-based leadership, ensure CYP services are safe, effective, caring and responsive.
3.2	Lead a positive learning culture that delivers continuous quality improvement across CYP services, with high levels of workforce and service user engagement.
3.3	To have senior operational oversight of a number of CYP services in a geographical or directorate 'cluster'. The services within this cluster may be subject to change.
3.4	Develop and maintain a network of excellent support for CYP teams locally.
3.5	Provide excellent line management and supervision for your project Team Leaders and/or Service Managers

3.6	In collaboration with local Service(s) Managers, maintain close working relationships with local commissioning bodies, Local Combatting Drug Partnerships and other key stakeholders as appropriate.
3.7	To lead integration with the wider CYP directorate, fostering a sense of identity, connection and support.
3.8	Facilitate strong communication and integrated working between CYP and Adult Services locally.
3.9	Supported by your Regional Head of CYP Services, lead local budget setting, control and review, ensuring the delivery of cost-efficient services.
3.10	Work with local leaders to promote an outcomes-focussed culture which understands and meets service performance targets.
3.11	Ensure timely and accurate reports are produced locally, that fully illustrate the difference teams are making to CYP, families & communities – for both internal and external stakeholders.
3.12	Working with local leaders, seek out and respond to local opportunities for strategic development, including business growth, integrated partnerships and innovation.
3.13	Lead by your Regional Head of CYP Services, support tenders, implementations and de-mobilisations.
3.14	Ensure that all team leaders/managers understand and abide by relevant legislation, statutory policy and Change Grow Live policies and procedures.
3.15	Work flexibly across operational sites as required, with option for home-working. Locality boundaries are subject to change in line with need.
4	Our commitment to you
<i>Both Change Grow Live and our team work to the following framework:</i>	
4.1	Equal Diversity and Inclusion: We are keen to attract and recruit people from diverse backgrounds who represent the people we (want to) work with. We are also committed to helping to build an organisation that respects and values the diversity of all.
4.2	Mission and Vision: Our mission is to help people change the direction of their lives, grow as individuals and live life to its full potential. Our vision is to use our values and belief in people to develop, deliver and share approaches that change society.

4.3	Support, Career Development and Progression: We believe in ongoing personalised support and learning to enable people to work with purpose and make a difference.
4.4	Safeguarding: We are committed to ensuring the safeguarding and wellbeing of children and adults at risk and train and support our people to deliver contextual evidence-based practice.
5	Your commitment to Change Grow Live
	<p>Change Grow Live Vision and Values</p> <p><i>Believe in people</i></p> <p>At Change Grow Live, above all else we believe in people.</p> <p>For people who use our services: we believe you have the right to a future where you can reach your potential, no matter what you've been through or where you are now.</p> <p>5.1 For our staff and volunteers: we believe in your judgement, skills and potential. We believe you can do brilliant, life-changing work.</p> <p>For our partners: we believe that by working together we can drive positive change in individuals, communities and society.</p> <p>We are committed to challenging stigma and oppression and doing everything we can to make sure that our staff and the people who use our services feel respected and valued.</p>
5.2	Children and adults at risk: Demonstrate an understanding of and commitment to best safeguarding practice.
5.3	Boundaries and behaviours: Observe professional integrity in relationships with service users, peers and other relevant professionals.
5.4	Health & Safety: Be responsible for your health and safety and that of colleagues and service users.
5.5	Equality, Diversity and Inclusion: We are keen to attract and recruit people from diverse backgrounds who represent the people we (want to) work with. We are also committed to helping to build an organisation that respects and values the diversity of all.
5.6	Confidentiality: Treat all information acquired through the course of your employment as confidential and comply with all the appropriate policies, systems and procedures.
5.7	Information Governance: Apply information governance processes to ensure all necessary safeguards are in place regarding personal information.

The above is an outline of the post holder's duties and responsibilities. It is not intended as an exhaustive list and may change from time to time in order to meet the changing needs of Change Grow Live. Any change will be made after a proper period of consultation

Person Specification

Essential and desirable requirements for the role.

Assessing and testing the necessary level of competence required for this role will be either via the application form; interview; and/or exercises.

Please note - applicants are asked to evidence their ability to meet each aspect of the person specification below, e.g. by highlighting relevant key achievements and duties held within roles.

1	Education, knowledge and experience	
1.1	Considerable experience of leading young people's services in the health/social care field.	E
1.2	Significant experience of working in/with young people's drugs/alcohol or mental health services.	E
1.3	Experience of managing contracts, service level agreements and strategic partnerships	E
1.4	Experience of staff leadership and line management	E
1.5	Experience of outcome and performance management, with evidence of meeting demanding targets	E
1.6	Experience of change management.	E
1.8	Experience of producing both quantitative and qualitative reporting for a range of strategic stakeholders	E
1.9	Experience of budget management	E
1.10	Access to own transport.	D
2	Abilities & Skills	
2.1	Ability to lead, inspire and influence	E
2.2	Communicate confidently and effectively, verbally and in writing, to a range of stakeholders.	E
2.3	Respond flexibly to the demands of the post.	E
2.4	Work effectively as a member of a team.	E
2.5	Show a capacity to work independently and the ability to keep calm under pressure.	E
2.6	Proficient in the use of all Microsoft Applications e.g. Excel, Word.	E
2.7	An openness to learning, collaboration and embracing uncertainty	E

Amendments: This description accurately reflects the present position; it may be amended and reviewed. Any change will be made following a proper period of consultation.

Version number		Date		Authors	
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1	28 th March 2023	RU			

