



Northamptonshire Children's Trust

Job Title: **Programme Lead Circle to Success**

One Angel Square, Northampton

Grade: M

Reports To: Head of Commissioning and Transformation

Overall Purpose of the Job

The is a new role created to continue driving forward our highly successful Circle to Success programme. This programme, developed in 2023, was established in response to a range of contextual challenges with the objectives of developing better understanding of children's needs and identifying opportunities to improve their outcomes, demonstrating proof of concept and plans to implement learning from the interventions to drive real impact for children and families and developing a robust approach to cost and demand management.

Up until recently this programme has been delivered in partnership with two commissioned partners with the time now right to mainstream it and continue delivery solely through Northamptonshire Children's Trust.

Within this role you will use your knowledge and expertise to continue with the design and delivery of plans for the Circle to Success programme and lead strategic and operational programmes of work to meet Directorate and organisational objectives. You will work closely with internal and external stakeholders engaged in diverse or complex work, to further develop and embed the Circle to Success programme across internal systems and wider partnerships ensuring that work is delivered in accordance with time, quality, and cost requirements. As a programme lead you will be familiar with project management methodology, continuous improvement thinking and the principles of change management. You will use your consultative, problem solving and analytical skills to identify opportunities for continued growth and establish programmes of work.

You will be a role model, providing leadership and direction to team members; with a focus on collaboration across the organisation and partnership to achieve strategic and objective aims. There is immense scope for you to play an influential part in the lives of some of our most vulnerable children and young people through the facilitation of a collaborative and high performing work environment, provision of strong leadership, and driving quality and delivery through ensuring clarity of objectives, roles and responsibilities.

With two programme managers in place one role will lead on practice within Northamptonshire Children's Trust whilst the other will lead on partnership opportunities with external stakeholders.

Job description

Main Duties and Responsibilities	
1	To have lead responsibility for the oversight, management and direction of the Circle to Success programme of work, ensuring effective management of all associated workstreams.
2	To take lead responsibility for impact tracking of the Circle to Success programme of work, producing performance reports for governance bodies, including Systems Governance Board and other relevant panels.
3	To work alongside the business intelligence team to develop, and ensure use of, insights from Circle to Success in decision making and service commissioning.
4	To drive the continued implementation of the Circle to Success programme of work across services, championing best practice, innovation of use and supporting Social Workers' professional development in applying the approach.
5	To collaborate with home finding, commissioning and fostering teams to embed a need-led home finding approach, including package reviews, to ensure stable, high-quality homes tailored to individual needs
6	To continue to develop communication and working relationships with partner agencies and key professionals, sharing the ambitions and insights from Circle to Success to develop joint approaches to better meeting need.
7	To continue to develop communication and working relationships with home providers and carers, sharing the ambitions and insights from Circle to Success to develop joint approaches to supporting home stability and quality.
8	To work collaboratively with colleagues in partner agencies developing opportunities for integrated working and ensuring that children and young people's needs are understood and met by the right services at the right time
9	To carry out any other duties which fall within the broad spirit, scope and purpose of this job description, including supporting the expansion of use of Circle to Success in wider areas of the Trust.
10	To work closely with colleagues in Finance to monitor and review programme success in accordance with defined savings targets.
11	Lead programme reviews in order to identify, assess and take action to mitigate risks and dependencies in a timely manner, escalating where necessary to ensure programme success.
12	To demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.

13	To ensure that reasonable care is taken at all times for the health, safety and welfare of yourself, others and to comply with the policies and procedures relating to health and safety with the Trust.
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The duties and responsibilities outlined in this job profile are indicative of the role, however they are not exhaustive and may be subject to change. In addition, you will be required to undertake other reasonable duties as directed by your manager.

Corporate Parenting Commitment

As corporate parents we are committed to doing everything we can for every child in our care and every care leaver. We encourage you within the course of your work to seek opportunities where you can be ambitious for these children and young people, encouraging them to dream big and take chances and provide secure, nurturing and positive experiences.

Safeguarding Commitment

We are committed to putting children and young people's welfare as a priority in all we do. We request that you respect their views, feelings and rights and take all reasonable steps to safeguard and promote the welfare of children and young people and vulnerable adults who receive support and services of Northamptonshire Children's Trust.

Person Specification

Post Title:	Programme Lead Circle to Success
Grade	M
Service Area:	Corporate Parenting Service

Minimum level of qualifications needed for this post

Qualifications Required	Subject	Essential/Desirable
Degree or equivalent management experience	Graduate level or equivalent professional qualification or relevant proven experience.	Essential
Post-graduate qualification or professional training	Project management e.g. Prince2, MSP, LEAN practitioner or equivalent, MBA, MSc in Change Management/Strategic Leadership or similar.	Desirable

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Minimum levels of knowledge, skills and experience required for this post

Identify	Details	Essential/Desirable
Knowledge		
Programme Management	<p>Management experience in managing change or construct/refurb programme delivery</p> <p>Able to translate and present complex strategies and programmes of work clearly and articulately to ensure understanding and engagement at all levels to support positive deliver</p>	<p>Essential</p> <p>Essential</p>
Performance Management	<p>Ability to manage and ensure consistency across financial/cost data. Measurement and high-level analysis of the data to understand the costs across the system.</p>	Essential
Experience		
Children's Service	<p>Experience of working in Children's Social Care</p> <p>Understanding of the local and national landscape for transformation in this area</p> <p>Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.</p>	<p>Desirable</p> <p>Desirable</p> <p>Essential</p>
Leadership and Communication	<p>Strong leadership, communication and interpersonal skills, with the ability to influence and motivate cross-functional teams</p> <p>Able to build relationships and rapport quickly with both internal and external stakeholders</p> <p>Strong communication skills, written and oral.</p> <p>Excellent influencing, negotiating and advocacy skills, including the ability to work with a wide range of stakeholders in multi-agency and</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>

	multi-disciplinary contexts at all levels of the organisation.	
Changing and Improving	<p>Ability to adapt quickly to new challenges and opportunities</p> <p>Highly organised, demonstrable ability to manage a broad range of activities and deliver against commitments</p> <p>Ability to prioritise and sequence multiple and potentially conflicting priorities and manage expectations from colleagues.</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p>
Partnerships	<p>Significant experience of working in partnership at a strategic level. Influence external partners, stakeholders and customers successfully securing mutually beneficial outcomes.</p>	Essential
Commercial Environment/Results	<p>Ability to meet deadlines and deliver the required results.</p> <p>IT skills including, for example, the use of electronic case management systems. All round knowledge of capabilities of ICT to meet business needs, to include process mapping and analysis tools.</p>	<p>Essential</p> <p>Essential</p>
Skills		
Finance	<p>Ability to manage and ensure consistency across financial/cost data. Measurement and high-level analysis of the data to understand the costs across the system.</p>	<p>Essential</p> <p>Essential</p>
Decision Making	<p>Ability to work across a complex system and people with diverse and conflicting interests.</p> <p>Able to influence decisions at a senior level.</p> <p>Commitment to a proactive and solution focused approach to all activities.</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p>
People Management	Able to build relationships and	Essential

	rapport quickly with both internal and external stakeholders	
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Disclosure Level		
What disclosure level is required for this post?	None	Basic
	Enhanced	Enhanced with barred list checks

Work Type				
What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)	Fixed	Flexible X	Field	Home