

**Children and Young People Principal**

**Fixed Term contract for 2 years**

**Greater Manchester Combined Authority**

**Role Profile**

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| **Job Title:** | **Children and Young People Principal** | **Date:** | *January 2021* |
| **Reporting Line:** | Director, Police, Crime, Criminal Justice and Fire | **Job Level:** | *Salary*  *Grade 11 - £52,076 - £56,676* |
| **Service:** | *Police, Fire, Crime and Criminal Justice* | **Business Area:** | *Police, Fire, Crime and Criminal Justice* |

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| JOB PURPOSE |
| To provide policy advice to the Deputy Mayor and Police, Crime, Criminal Justice and Fire team in influencing the police and community safety agenda at national, regional and local levels with a particular focus on Children and Young People.  To continually improve and develop a GM Violence Reduction Unit, comprising senior leaders in the area of health, public health, policing, education and VCSE from across Greater Manchester.  To establish and maintain effective relationships with GMP, GMFRS, partners and leaders across Greater Manchester to continue to influence the local and national agenda  Working closely with other principals in the Police, Crime, Criminal Justice and Fire team, to provide for the Deputy Mayor an integrated approach to policy development and implementation across the police and crime agenda.  To monitor outcomes and performance relating to the Children and Young People portfolio and identify areas for improvement  To build relationships with Local Authority elected members, officer and members of Parliament; to support the development of strong community safety partnerships across Greater Manchester.  To manage Partnership officers within the Police, Crime, Criminal Justice and Fire team to implement programmes and projects.  To respond to members of the public and local representative; to represent the Deputy Mayor where necessary.  To work across the GMCA as required to integrate the work of the Police, Crime, Criminal Justice and Fire team with the wider GM Strategy.  To contribute to the development and support of community safety partnerships across Greater Manchester, with a focus on communities and resilience in order to play a full and active role in reducing the risk of becoming involved in the criminal justice system for children and young people  To contribute to, influence and act as a key advisor on children and young people in relation to crime and community safety in areas of policy development, working with the police, fire and rescue service and other partners  To provide policy advice and guidance to Police, Fire, Crime and Criminal Justice team Principals  To contribute to the continued delivery of the Deputy Mayor’s plans, priorities and strategies to achieve planned policing, community safety, including fire and criminal justice outcomes for the people and communities of Greater Manchester |

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| **WORKING DIRECTLY WITH** |
| * Deputy Mayor * Government deaprtments * Internal and external customer groups and strategic partners * Senior Managers from across GM’s public sector and stakeholders/partners * Senior Managers and staff within GMCA * Partner staff seconded into the Violence Reduction Unit (including public health, education, policing, voluntary and community sector, etc.) * Greater Manchester Police * Greater Manchester Fire and Rescue Service * National Probation Service |

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| **KEY RESPONSIBILITIES** |
| **Main Duties and Responsibilities/accountabilities:**   1. To provide support to and management of executive decision making groups where the Deputy Mayor influences delivery and outcomes 2. To work across the police, crime and fire agenda with a focus on children and young people using the public service reform principles to influence and negotiate strategic and operational change in working practices. 3. To provide strategic policy advice and guidance support in relation to the Deputy Mayor’s priorities 4. To manage and supervise Partnership officers within the Police, Crime, Criminal Justice and Fire team to implement programmes and projects as required. 5. To work within the Reform agenda ensuring that engagement and influence is focussed to achieve alignment with the Deputy Mayor’s priorities. 6. To work closely with the GMCA Treasurer, Deputy and Director Police, Crime, Criminal Justice and Fire in the identification and management of funding streams. 7. To influence the development of bids to support the delivery of the Deputy Mayor’s plans, priorities and strategies and achieve planned policing, community safety and criminal justice outcomes 8. To provide leadership and direction to the police, crime, criminal justice and fire directorate including supporting the Director with performance management and development. 9. To effectively manage and monitor an assigned budget as required 10. To undertake such additional duties as are reasonably commensurate with the level of the post. 11. The post holder will carry out their duties with full regard to the organisation’s strategies and policies including Equal Opportunities and Health & Safety. The post holder will demonstrate a commitment to Crime and Disorder responsibilities |
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| **KNOWLEDGE AND EXPERIENCE** | |
| * Educated to degree level or professionally qualified, and/or with relevant experience in the sector at a senior level * A thorough understanding of the legal and regulatory framework within the range of responsibilities of the role. * Proven ability to build effective strategic relationships, persuade and influence at the highest level of public sector partners and political leaders. * Proven ability to develop productive working relationships with colleagues and stakeholders, including the voluntary sector * The necessary experience to ‘hit the ground running’ to establish relationships and set up wholly new processes from scratch in a very short timescale * Project/programme management experience. * Significant experience of working in partnership with a range of diverse stakeholders * Evidence of policy development and strategy implementation * Proven track record of negotiating and brokering change through effective partnership collaborations * Evidence of successful resource and financial management, including the ability to manage budgets effectively in a financially disciplined environment * Influential and persuasive communicator, with high level of written and verbal communication skills, engendering commitment across groups from all levels of organisations, to achieve shared objectives. * Ability to provide strong leadership and direction to ensure the effective performance management, motivation and development of staff * High degree of political sensitivity and awareness. * A record of success in promoting diversity and creating equality in service delivery and employment. | |
| **SKILLS AND PERSONAL QUALITIES** |
| Personal Qualities  Skills For Justice has described the personal qualities required by staff working within GMCA. These qualities vary dependent upon the role being performed but are classified as follows:  Executive  Principal  Senior  Support  The Policing and Communities Manager has been classified as a **Principal** level role and the following personal qualities apply:  **Serving the public**  Promotes a real belief in public service, focusing on what matters to the public and will best serve their interests. Ensures that all staff understand the expectations, changing needs and concerns of different communities, and strive to address them. Builds public confidence ensuring engagement with different communities, agencies and strategic local stakeholders, developing partnerships and making sure people can engage with GMCA and officers at all levels. Understands partners' perspectives and priorities, and works co-operatively with them to deliver the best possible overall service to the public.  **Professionalism**  Acts with integrity, in line with the values, ethical standards and codes of good governance of GMCA. Delivers on promises, demonstrating personal commitment, energy and drive to get things done. Defines and reinforces standards, demonstrating these personally and fostering a culture of personal responsibility. Asks for and acts on feedback on own approach, continuing to learn and adapt to new circumstances. Takes responsibility for making tough or unpopular decisions. Demonstrates resilience in difficult situations and remaining calm and professional under pressure.  **Leading change**  Establishes a clear future picture and direction focused on delivering the GMCA vision and strategy. Identifies and implements change needed to meet GMCA’s objectives, thinking beyond the constraints of current ways of working, and is prepared to make radical change when required. Thinks in the long-term, identifying better ways to deliver value for money services that meet both local and GMCA needs. Encourages creativity and innovation.  **Leading people**  Inspires people to meet challenging organisational goals, creating and maintaining the momentum for change. Gives direction and states expectations clearly. Talks positively about policing and crime reduction and what it can achieve. Creates enthusiasm and commitment by recognising good performance, and giving genuine recognition and praise. Promotes learning and development, giving honest and constructive feedback to help people understand their strengths and weaknesses, and invests time in coaching and mentoring staff.  **Managing performance**  Creates a clear plan to deliver performance in line with GMCA strategy and objectives. Agrees demanding but achievable objectives and priorities, and with available resources to deliver them as effectively as possible. Identifies opportunities to reduce costs and ensure maximum value for money is achieved. Highlights good practice and uses it to address underperformance. Delegates responsibilities appropriately and empowers others to make decisions. Monitors progress and holds people to account for delivery.  **Decision making**  Assimilates complex information quickly, weighing up alternatives and making sound, timely decisions. Gathers and considers all relevant and available information, seeking out and listening to advice from specialists. Asks incisive questions to test facts and assumptions, and gain a full understanding of the situation. Identifies the key issues clearly, and the inter-relationship between different factors. Considers the wider implications of different options, assessing the costs, risks and benefits of each. Makes clear, proportionate and justifiable decisions, reviewing these as necessary.  **Working with others**  Builds effective working relationships with people through clear communication and a collaborative approach. Maintains visibility to staff and ensures communication processes work effectively. Consults widely and involves people in decision-making, speaking to people in a way they understand and can engage with. Treats people with respect and dignity regardless of their background or circumstances, promoting equality and the elimination of discrimination. Treats people as individuals, showing tact, empathy and compassion. Sells ideas convincingly, setting out benefits of a particular approach, and striving to reach mutually beneficial solutions. Expresses own views positively and constructively, and fully commits to team decisions |