

# Job title: Youth Justice Service - Operational Manager

Service	Reporting to	Grade	Salary	Location	Hours
Youth Justice Service	Head of Service	4C	£39,880 to £42, 821	St Simon Street	36

Salford Youth Justice Service's vision statement: ***To be the best at what we do: inspiring change in young people, for them to be the best they can be.***

The aims of the Youth Justice Service is to prevent offending and re-offending by children and young people, to protect the public and ensure that appropriate safeguards are in place for young people, families, victims and the wider community.

An excellent opportunity has arisen for an Operational Manager to join Salford Youth Justice Service's management team. The post is full time and a permanent position. It is essential that the post holder is able to demonstrate they have the leadership skills, experience and are resilient, compassionate and motivated to support and advise a range of staff and colleagues in their work with young people, their families/carers and victims of youth crime.

## Key outcomes

- Contribute to setting the priorities in the Youth Justice Service annual plan, have lead responsibility for specific areas and monitor outcomes
- Assist in the appointment of operational staff in accordance to council guidance
- Ensure that members of the service are motivated to do well and have the present and future skills, knowledge, attributes and competencies required to execute their duties
- Develop the highest standard of practice from staff via supervision, training, team meetings and quality assurance arrangements
- Prepare and submit annual appraisals for those members of the service you have line management responsibility

- Keep the services policies, procedures and working practices under regular review
- Establish, maintain and develop good working relationships with colleagues in other services, directorates partner agencies and the community in order to deliver high quality, integrated multi-agency service for children, young people and their families/carers
- Represent the service at a range of strategic and practitioner forums both locally, regionally and nationally
- Prepare and present reports to the Youth Justice Partnership Board
- Assist with the overall management of the service budget and ensure that financial resources are used efficiently by operational staff.
- Be fully aware of, and keep up to date with legislation, national strategies and policies relating to youth offending and the prevention of youth offending.
- Implement all Council policies as appropriate

## What we need from you

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- Your style and approach will reflect our values: you will be passionate about what you do always striving to improve things; valuing and respecting others' contribution, you will work together to deliver a better service; you will take pride in always getting things right first time and learn from when things do go wrong; you will enjoy taking personal responsibility to understand and overcome barriers and are able to adapt what you do and how you do it to make a real difference to victims & young people's lives.
- Someone who loves working as part of a team, is willing to learn, passionate about working with young people, and committed to helping them achieve.
- A recognised professional qualification in a discipline related to the work of the Youth Justice: Degree in Social Work / Youth Work / Teaching, Youth Justice Foundation Degree, Diploma in Probation Studies or passed the Police Inspectors exam
- Professional credibility through proven relevant experience
- To model and demonstrate our values and leadership behaviours



## What we can offer you

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- Your ongoing professional development and success in your role is important to us, and that is why we will provide a variety of learning and development opportunities. To further develop your existing skills and learn new ones at a pace that suits you best. Your development will form part of ongoing discussions with your manager and your Personal Development Reviews.
- You will have the opportunity to work and grow in a people-centred and values based organisation that promotes a positive permission culture.
- Your work-life balance and wellbeing are important to us so you will have access to a range of benefits including flexible working, green travel scheme, pension scheme, salary sacrifice schemes, a range of health and wellbeing options to suit your needs.

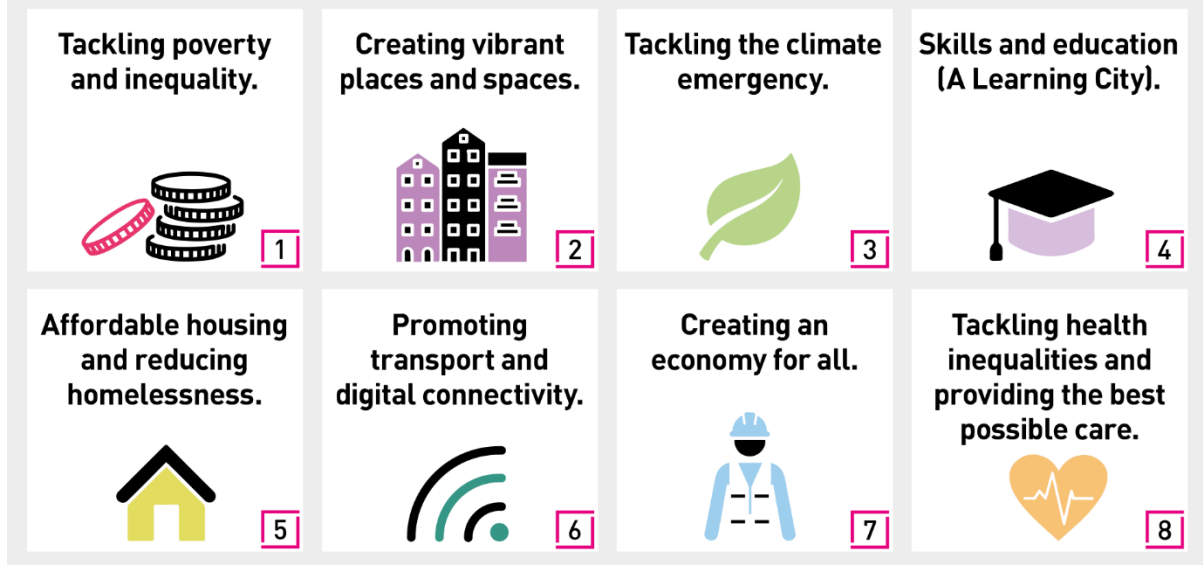
## Our vision

The council has a vision is to create '**A fairer, greener and healthier Salford**'.

To help us achieve this vision we have identified some key priorities to tackle the problems people in Salford are currently facing, the Great Eight.



# The Great Eight are:



## The Great Eight

### Tackling poverty and inequality:

- Ensuring poverty prevention and reduction is at the heart of everything we do in the city
- Support people currently experiencing poverty through continuation of personalised care to the most vulnerable residents
- Work to reduce inequalities wherever they exist

### Creating vibrant places and spaces:

- Deliver commitments within the city's new Culture Strategy, including creation of a Salford Heritage Commission to support the city's vibrant cultural assets
- Ensure local access to, and benefit from, the city's world class cultural assets such as the Lowry and RHS Bridgewater
- Build on the city's strong voluntary, community and social enterprise sector to build resilient community support and ensure Salford is a supportive and safe place
- Create and support vibrant neighbourhood centres at the heart of their local community

### Tackling the climate emergency:

- Secure investment and development in green spaces and green infrastructure across the city, including electric vehicle charging points, affordable energy

- Encourage active travel and improvements in air quality
- Invest in green skills and green economic sectors to strengthen the city's future economic resilience

### **Skills and education (A Learning City):**

- Develop skills pipelines and a connected education system to link people to new job opportunities in productive growth sectors in the city
- Supporting young people to continue with their education in high quality and safe settings
- Support the transition of young people and recently unemployed into decent and sustainable jobs, focusing on growth sectors in the Salford and GM economy
- Support business development and innovation for the creation of new jobs and employment opportunities

### **Affordable housing and reducing homelessness:**

- Continue efforts to reduce homelessness and rough sleeping
- Strengthen our commitment to provide decent and affordable social housing including through the council's own ethical housing company Dérive

### **Promoting transport and digital connectivity:**

- Support the development the cycling and walking network across the city
- Lobby for further investment in a connected public transport system, including extension of the GM Metro-link and GM bus franchising
- Invest in our digital infrastructure and skills to ensure no resident or business in the city is digitally excluded

### **Creating an economy for all:**

- Maintain confidence to invest and develop in the city, focussed on our strategic opportunities and sectors and provide foundations for inclusive economic growth
- Maximise the social value and impact from our role as an anchor institution, including by prioritising local suppliers and local supply chains wherever possible, and committing to a strengthened Salford Social Value Alliance and 10% Better Campaign
- Supporting the development of alternative economic models and community wealth building to support residents to benefit from the local economy
- Lobby for a fair funding settlement for Salford to guarantee effective public services

### **Tackling health inequalities and providing the best possible care:**

- Work to become a Marmot City

- Ensuring access to mental health care and support
- Ensuring children and young people are safe and have the best possible start in life
- Strengthening our unified model of health and care, including a valued care workforce

## Our organisation's values

**We have four values: Pride, Passion, People, Personal responsibility.**

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers and partners - so that we live and breathe our values each day.

### Pride

"I'm proud of and committed to our city, its people, our work, and I demonstrate the 'Spirit of Salford' in everything I do."

### Passion

"I am optimistic and ambitious for the city and its people, being creative and positive about change and making the most of opportunities."

### People

"I respect and care for others, treating everyone fairly, listening and acting on the things people say."

### Personal responsibility

"I am honest, taking responsibility and ownership for my actions and decisions and using resources that I am trusted with wisely."

## Our values



**Pride**

**Passion**

**People**

**Personal responsibility**

## Application guidance

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We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

