Director of Integrated Children’s Services
(2 posts)

Kent County Council
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Dear Applicant

**Director of Integrated Children’s Services (two posts)**

I am delighted that you are interested in these exciting senior posts in the new Children, Young People and Education Directorate. This is an exciting time in the Directorate where we are working to shape and integrate Children’s Social work, Early Help and Education.

We are looking for individuals with proven track records in developing and delivering high quality services and improved outcomes for children and young people. The scale of both positions is wide ranging, as are the challenges and the rewards offered. If you have the energy, dynamism and expertise to embrace these challenges and help shape the future services for children and young people in the county we would like to hear from you.

As you will see from the job information, these are key roles within Kent County Council. The successful applicants will be joining a dynamic senior management team which works collaboratively and manages a diverse range of services. We are setting an ambitious pace of change and I am looking forward to working with Directors to join our already high performing team and help us to improve further.

Your sincerely

Matt Dunkley CBE

Corporate Director Children, Young People & Education
Introduction to Kent County Council

Visit our website at www.kent.gov.uk

We are the UK’s largest local authority, with a workforce in excess of 30,000 people, including maintained schools, serving a population of 1.4 million. We have various offices in central locations and a large number of service establishments throughout Kent; our corporate office is based in Maidstone.

More than two thirds of our workforce provide services directly to the public – such as domiciliary Care Workers, Classroom Assistants, Social Workers, Teachers, and Occupational Therapists etc.

Our annual budget covers a huge range of services. This translates into a host of interesting roles and career paths awaiting those who want to work in a leading edge public sector organisation.

Aims and objectives

Our focus is on improving lives by ensuring that every pound spent in Kent is delivering better outcomes for Kent’s residents, communities and businesses. As long as those outcomes are supported by the right services, at the right quality and right cost, they could be delivered by KCC, the public, private or voluntary and community sector. This shift towards a strategic commissioning approach is set out within our Strategic Statement “Increasing Opportunities, Improving Outcomes”.

In becoming an outcome focused organisation the way we work within KCC, and with our partners and providers, is changing. Our approach is to:

- Promote personal and family responsibility;
- Focus on prevention and supporting independent living;
- Maximise social value from the services we commission;
- Commission and design services with our partners;
- Maximise the value of the Kent tax pound;
- Be business orientated and entrepreneurial;
- Be a strong voice for Kent nationally and internationally;
- Recognise that no one size fits all.

To see a copy of ‘Increasing Opportunities, Improving Outcomes’ and the ‘Strategic Statement Annual Report 2017’ please follow the links or visit our website www.kent.gov.uk under ‘About the Council’.
Political Arrangements

The County Council has 84 electoral divisions and elections take place every four years.

The political composition of the County Council is as follows:

<table>
<thead>
<tr>
<th>Party</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conservative</td>
<td>67</td>
</tr>
<tr>
<td>Liberal Democrat</td>
<td>6</td>
</tr>
<tr>
<td>Labour</td>
<td>5</td>
</tr>
<tr>
<td>Green</td>
<td>1</td>
</tr>
<tr>
<td>Independent Groups</td>
<td>2</td>
</tr>
</tbody>
</table>

The Leader of Kent County Council is Paul Carter.

There is a Cabinet of Executive Members which meets regularly to debate policy issues and make key decisions. The cabinet comprises of:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paul Carter CBE</td>
<td>Leader and Cabinet Member for Traded Services &amp; Health Reform</td>
</tr>
<tr>
<td>Peter Oakford</td>
<td>Deputy Leader &amp; Cabinet Member for Strategic Commissioning &amp; Public Health</td>
</tr>
<tr>
<td>John Simmonds MBE</td>
<td>Cabinet Member for Finance</td>
</tr>
<tr>
<td>Mike Whiting</td>
<td>Cabinet Member for Planning, Highways, Transport &amp; Waste</td>
</tr>
<tr>
<td>Eric Hotson</td>
<td>Cabinet Member for Corporate &amp; Democratic Services</td>
</tr>
<tr>
<td>Mark Dance</td>
<td>Cabinet Member for Economic Development</td>
</tr>
<tr>
<td>Graham Gibbens</td>
<td>Cabinet Member for Adult Social Care</td>
</tr>
<tr>
<td>Roger Gough</td>
<td>Cabinet Member for Children, Young People &amp; Education</td>
</tr>
<tr>
<td>Mike Hill OBE</td>
<td>Cabinet Member for Community &amp; Regulatory Services</td>
</tr>
<tr>
<td>Susan Carey</td>
<td>Cabinet Member for Customers, Communications &amp; Performance</td>
</tr>
</tbody>
</table>
Structure of KCC

The structure of the organisation is as shown [here](#).

The Senior Officer team consists of six Corporate Directors. For more information on the Corporate Management Team please follow this [link](#).

The four directorates are as follows:

**Growth, Environment and Transport**

The Directorate comprises a range of key frontline, strategic, policy and commercial functions, and plays a major role in making Kent a better place to live, work and visit. The services provided, and the future the directorate helps to shape, affects every household in Kent. This includes strategic responsibility for the future of the county in terms of planning, economic development, transport policy, and major transport improvement schemes, waste disposal and recycling services. In addition, GET manages country parks; libraries; and delivers enforcement services including trading standards, community safety and emergency planning.

**Responsible for services that include:**


**Adult Social Care and Health**

The Directorate commissions and provides a range of services to improve outcomes for older and vulnerable adults, including those with mental health issues or disabilities, disabled children and young people, and their families. The Directorate supports vulnerable adults and children to live independently by promoting their wellbeing and supporting their independence. Services for adult mental health and learning disability already work in integrated teams with NHS colleagues and as a key partner in the Kent and Medway STP we are developing multi-disciplinary teams within communities to support local care.

**Responsible for services that include:**

Adults Central Referral Unit, Adult Community Teams, Safeguarding and quality, Kent Enablement at Home, Sensory and Autistic Spectrum Conditions Service, Integrated/Registered Care Centres, Day Centres, Disabled Children and Young People Teams, Community Learning Disability Teams, In-House Provision and Mental Health Services.
Children, Young People and Education Directorate

This Directorate combines and integrates the statutory responsibilities of Specialist Children’s Services together with Education services and the targeted and universal services for children and young people within Early Help and Preventative Services. There is a strong focus on alignment of resources to help ensure achievement of one of the key County Council strategic outcomes: ‘Every child and young person in Kent gets the best start in life’. To improve outcomes for children and young people, services within the Directorate are working together with relevant partners to deliver the vision set out in the Children and Young People’s Services Integration Programme.

Responsible for services that include:

- Children’s Social Care, Adoption & Fostering, Standards & School Improvement, Skills & Employability, Early Years and Childcare, Provision Planning, Fair Access, Educational Psychology, SEN Assessment & Placement, Youth Justice, Outdoor Education Centres, Children’s Centres and Youth Hubs, Inclusion & Attendance, Early Intervention and Community Learning & Skills

**Further reading**

For further information please follow the following links:

- [Children’s Social Care and Families Policies](#)
- [Our Strategies](#)

**Strategic and Corporate Services**

The Directorate supports the delivery of our front line services. The Directorate leads and coordinates major change, organisational design, development and provides a critical client and contracting role with our trading companies including property, legal and customer contact. It provides organisational wide governance, financial management and a major contribution to our political and external relationships.

Responsible for services that include:

- Engagement, Organisation Design & Development, Finance, Governance & Law, Infrastructure, Policy and Strategic Commissioning including Procurement & Business Intelligence and Public Health
Job Description

Director Integrated Children’s Services (Early Help & Preventative Services Lead)

**Directorate:** Children, Young People & Education

**Grade:** KR17

**Responsible to:** Corporate Director – Children, Young People & Education

### Job outline:

To be the accountable county-wide lead on all Early Help and Preventative Services matters; including reviewing the impact of national and local guidance, legislation and political and policy requirements and developing strategic responses so that the Council consistently meets its statutory obligations in respect of services to vulnerable children and young people.

The management and development of the operational delivery of integrated Children’s Services ensuring effective service delivery and that standards and outcomes are continually improved.

### Job accountabilities:

Directors will work within the KCC Corporate Responsibilities for Senior Officers. In addition, as members of Extended Corporate Management Team, Directors and Corporate Directors will work together to make strategic decisions on the most effective use of the Council’s agreed budget, resources and policies and enhance the reputation of Kent as a place as well as Kent County Council as the democratic agent of change in the region.

Champion and support the strategic cohesion in the delivery of children’s services by maintaining and developing key links across KCC and partner agencies and via the Kent Safeguarding Children Board

Deliver against the outcomes as identified for the lead area of responsibility – Early Help and Preventative Services:

- setting the strategic direction for early help and preventative services
- ensuring that best practice, consistency of practice and continuous improvement in practice is embedded across the whole Division
- lead the development and implementation of early help/safeguarding strategies to ensure safeguarding of children and young people is a priority and that safeguarding frameworks and protocols are adhered to throughout the division in order to protect children and young people.
- shaping the way the council works with others to deliver early help and preventative services including reducing youth offending, exclusion and absence from school and disengagement from learning and training by children and young people.

Responsibility for specific County-wide children’s services
Lead, manage and develop fully integrated teams of staff delivering services to children and young people aged 0-19 years (25 for children with a disability), across a specified geographical area of Kent, integrated ways of working, integrated systems and procedures ensuring improved educational attainment and wider outcomes for all.

Work in partnership with the Strategic Commissioner and other relevant Directors to ensure that the development of key commissioning strategies meets future needs.

Establish and develop effective partnerships to enable delivery of the Integrated Children’s Services objectives, with other statutory agencies and with the private and voluntary sectors ensuring a consistent, effective and efficient approach to the delivery and commissioning of services to children and young people.

Quality assure the delivery of children’s services against key priorities and plans to ensure they are meeting the needs of children and their families.

Actively review all services provided by this post to identify the ‘right source’ for their future delivery including consideration of outsourcing, co-sourcing or in-sourcing to ensure the most effective and efficient delivery methods are employed.

**Services**

**Integrated Area Teams to include:**
- Child Protection
- Long Term Children in Care
- Family Support Teams
- Adolescent Teams
- Fostering
- Open Access -Youth Service and Children’s Centres
- Youth Justice
- Early Intervention – units and targeted work
- PRU, Inclusion and Attendance
- Commissioned services

**County-wide services:**
- Management Information Unit
- Child Employment
- Duke of Edinburgh Award
- Central Support Team

*This job description sets out the accountabilities specific to the role. These should be read in conjunction with the Corporate Responsibilities that apply to the Corporate Director and Director roles.*
Recruitment Selection Criteria

The qualifications, knowledge and experience criteria below will be used in shortlisting. Applicants should describe in their application how they meet these criteria.

Qualifications:

- Relevant Management or Professional qualification and membership of a relevant professional body e.g. qualified Social Worker.
- Evidence of continuing professional development
- Educated to degree level or equivalent.

Experience:

- Extensive experience and successful track record of strategic leadership and successful delivery in local government and/or other relevant large and complex organisations working within the children’s services arena.

- Extensive experience of effectively managing and delivering a range of key integrated services and change programmes for children and families within a budget

- Extensive experience and successful track record of achieving improvements in service delivery and improved outcomes for children and young people.

- Extensive experience and track record in delivering a range of services in partnership with other agencies and stakeholders, both internal and external.

- Extensive experience of working and influencing the direction of services within a highly political environment.

- Commissioning and decommissioning services

- Planning and performance monitoring across agencies in a children’s service environment

Skills and Abilities:

- Able to operate effectively as a member of the Extended Corporate Management Team, shaping the strategic Council priorities and setting clear direction, and service commitment to the successful delivery of the Council’s strategic priorities.

- Able to establish strong positive relationships across the Organisation at all levels, in order to provide effective leadership and direction including a relationship of both personal and professional credibility and trust with elected Members.

- Able to establish strong positive relationships across partner and other external organisations that command professional confidence.
Able to demonstrate effective motivational strategic leadership and vision to staff at all levels including a positive attitude to change in order to maintain and develop services in a constantly changing environment.

Able to command respect, influence and negotiate at a strategic professional and political level both locally and nationally in order to ensure the best interests of the Council are met.

Able to demonstrate a high level of personal resilience, challenge and focus in order to ensure the whole Organisation delivers the right services in the right way.

Highly developed communication and presentation skills.

Able to lead, influence and implement strategic policies and decisions.

Effective management of large budgets and ability to demonstrate value for money for customers with a string focus on maximising a return on investment

Ability to analyse complex data and problem solve

Ability to plan, monitor and review all areas in the discipline

Knowledge:

Expert knowledge in a relevant professional area and proven track record of using professional expertise to develop and deliver strategic objectives and expected outcomes

Knowledge of complex statutory duties and codes of practice

Knowledge of effective parenting support and family resilience

Knowledge and understanding of the youth justice system and effective youth work

Broad knowledge of the range of children’s services across partner agencies and sectors

In depth understanding of the strategic challenges and operational realities of managing services for children and young people in a large and diverse authority.
Job Description

Director Integrated Children’s Services (Social Work Lead)

<table>
<thead>
<tr>
<th>Directorate:</th>
<th>Children, Young People &amp; Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade:</td>
<td>KR17</td>
</tr>
<tr>
<td>Responsible to:</td>
<td>Corporate Director – Children, Young People &amp; Education</td>
</tr>
</tbody>
</table>

Job outline:

To be the accountable county-wide lead on all Social Work matters; including reviewing the impact of national and local guidance, legislation and political and policy requirements and developing strategic responses so that the Council consistently meets its statutory obligations in respect of services to vulnerable children and young people.

The management and development of the operational delivery of integrated Children’s Services, across a large geographical area of Kent, ensuring effective service delivery and that standards and outcomes are continually improved.

Job accountabilities:

Directors will work within the KCC Corporate Responsibilities for Senior Officers. In addition, as members of Extended Corporate Management Team, Directors and Corporate Directors will work together to make strategic decisions on the most effective use of the Council’s agreed budget, resources and policies and enhance the reputation of Kent as a place as well as Kent County Council as the democratic agent of change in the region.

Champion and support the strategic cohesion in the delivery of children’s services by maintaining and developing key links across KCC and partner agencies and via the Kent Safeguarding Children Board

Deliver against the outcomes as identified for the lead area of responsibility – Social Work:

- setting the strategic direction for children’s social work services;
- ensuring that best practice, consistency of practice and continuous improvement in practice is embedded across the whole Division;
- lead the development and implementation of social work/safeguarding strategies to ensure safeguarding of children and young people is a priority and that safeguarding frameworks and protocols are adhered to throughout the division in order to protect children and young people;
- shaping the way the council works with others to deliver children’s social work services including those sitting under corporate parenting.

Responsibility for specific County-wide children’s services.
Lead, manage and develop fully integrated teams of staff delivering services to children and young people aged 0-19 years (25 for children with a disability), across a specified geographical area of Kent, integrated ways of working, integrated systems and procedures ensuring improved educational attainment and wider outcomes for all.

Work in partnership with the Strategic Commissioner and other relevant Directors to ensure that the development of key commissioning strategies meets future needs.

Establish and develop effective partnerships to enable delivery of the Integrated Children’s Services objectives, with other statutory agencies and with the private and voluntary sectors ensuring a consistent, effective and efficient approach to the delivery and commissioning of services to children and young people.

Lead on the development, provision and promotion of corporate parenting initiatives and services (e.g. adoption, fostering, care leavers and unaccompanied asylum-seeking children).

Quality assure the delivery of children’s services against key priorities and plans to ensure they are meeting the needs of children and their families.

Actively review all services provided by this post to identify the ‘right source’ for their future delivery including consideration of outsourcing, co-sourcing or in-sourcing to ensure the most effective and efficient delivery methods are employed.

**Services**

**Integrated Area Teams to include:**
Child Protection  
Long Term Children in Care  
Family Support Teams  
Adolescent Teams  
Fostering  
Open Access -Youth Service and Children Centres  
Youth Justice  
Early Intervention – units and targeted work  
PRU, Inclusion and Attendance  
Commissioned services

**County-wide services:**
Initial Duty and Assessment  
Front Door Demand  
Adoption  
Recruitment of Foster Carers  
Asylum  
Safeguarding  
Family Group Conferencing Services  
Virtual Schools Kent  
Quality Assurance

*This job description sets out the accountabilities specific to the role. These should be read in conjunction with the Corporate Responsibilities that apply to the Corporate Director and Director roles.*
Recruitment Selection Criteria

The qualifications, knowledge and experience criteria below will be used in shortlisting. Applicants should describe in their application how they meet these criteria.

Qualifications:

- HCPC registered and Qualified Social Worker.
- Evidence of continuing professional development
- Educated to degree level or equivalent.

Experience:

Extensive experience and successful track record of strategic leadership and successful delivery in local government and/or other relevant large and complex organisations working within the children’s services arena.

Extensive experience of effectively managing and delivering a range of key integrated services and change programmes for children and families within a budget

Extensive experience and successful track record of achieving improvements in service delivery and improved outcomes for children and young people.

Extensive experience and track record in delivering a range of services in partnership with other agencies and stakeholders, both internal and external.

Extensive experience of working and influencing the direction of services within a highly political environment.

Commissioning and decommissioning services

Planning and performance monitoring across agencies in a children’s service environment

Skills and Abilities:

Able to operate effectively as a member of the Extended Corporate Management Team, shaping the strategic Council priorities and setting clear direction, and service commitment to the successful delivery of the Council’s strategic priorities.

Able to establish strong positive relationships across the Organisation at all levels, in order to provide effective leadership and direction including a relationship of both personal and professional credibility and trust with elected Members.

Able to establish strong positive relationships across partner and other external organisations that command professional confidence.

Able to demonstrate effective motivational strategic leadership and vision to staff at all levels
including a positive attitude to change in order to maintain and develop services in a constantly changing environment.

Able to command respect, influence and negotiate at a strategic professional and political level both locally and nationally in order to ensure the best interests of the Council are met.

Able to demonstrate a high level of personal resilience, challenge and focus in order to ensure the whole Organisation delivers the right services in the right way.

Highly developed communication and presentation skills.

Able to lead, influence and implement strategic policies and decisions.

Effective management of large budgets and ability to demonstrate value for money for customers with a string focus on maximising a return on investment

Ability to analyse complex data and problem solve

Ability to plan, monitor and review all areas in the discipline

Knowledge:

Expert knowledge in a relevant professional area and proven track record of using professional expertise to develop and deliver strategic objectives and expected outcomes

Knowledge of complex statutory duties and codes of practice

Knowledge of effective parenting support and family resilience

Knowledge and understanding of the youth justice system and effective youth work

Broad knowledge of the range of children’s services across partner agencies and sectors

In depth understanding of the strategic challenges and operational realities of managing services for children and young people in a large and diverse authority
Organisational Responsibilities

All Corporate Directors, Directors and Heads of Service have an explicit responsibility to work as part of a team to deliver, collectively, the agenda of the County Council. These are fundamental elements of their role not an addition and are summarised as follows.

Whole Council

• Seek to improve the lives of all residents in Kent and the economy of Kent
• Act as corporate parent to the Council’s Looked After Children
• Take an active role in promoting and ensuring the Council’s responsibilities for safeguarding are met.
• Take an active role in delivering the Council’s responsibilities for Emergency Planning and Business Continuity.
• Understand, communicate and contribute to the delivery of KCC’s strategic aims
• Meet statutory obligations and promote and ensure compliance with policies and procedures and the Council’s Code of Conduct (Kent Code).
• Advise elected Members and support the democratic process
• Promote the Council brand and enhance the overall reputation of the Council
• Understand and monitor the measures of performance, including customer insight, which define successful outcomes for KCC services.
• Maintain and ensure a relentless focus on the customer
• Act to support the Council-wide need to deliver services within budget, thereby avoiding an overspend that could damage the financial viability of the Council
• Overcome professional and service silos to achieve the County Council’s objectives.

Integration of Services

• Focus resources where they have the biggest impact
• Deliver services that are flexible and adaptable
• Integrate services within KCC and work with partner agencies to ensure a seamless customer experience
• Fully and inclusively engage all staff in the delivery of services, demonstrating the Council’s leadership values and competencies.
Embedding Commissioning and Engaging Relevant Markets

• Establish an outcome focused organisation
• Meet the financial regulations and standing orders of KCC
• Challenge the status quo and engage with the market to constantly improve.
• Ensure all services are delivered effectively and efficiently
• Proactively and continuously seek to improve service delivery
• Proactively manage risk to avoid inertia whilst not exposing the Council to needless and avoidable challenge or loss

Managing Change

• Understand and support the Authority’s overall change agenda
• Deliver required outcomes of service specific change on time and to budget
• Understand the quality of staff, support their development, nurture those with talent
• Identify the skills for the future and the level of staff through robust workforce planning
• Identify and deal with underperformance.
• Deliver to agreed budget and income targets.
Kent Values

Open

Acting with integrity, honesty and transparency; healthy attitude to risk; welcoming and expecting change and evolving technology; working in new ways; willing to learn; working as a whole-Council and treating people fairly and with respect.

Invite contribution and challenge

Working collaboratively and innovatively to find new solutions that put the interests and wellbeing of customers first; open to challenge and actively encouraging and expecting contribution.

Accountable

Self-sufficient, taking personal and professional responsibility for our actions, the pace at which we work; performance and the council’s money.
Our Commitments

1. To deliver the Strategic Outcomes contained within our strategic statement ‘Increasing Opportunities, Improving Outcomes’

2. To deliver better outcomes for Kent residents through our Commissioning Framework

3. To provide excellent value for money services and continuously improve KCC Performance

4. To take better care of the public by improving the ways we communicate, listen and respond to their needs

5. To inspire our staff and ensure KCC promotes equality of opportunity
Working for Kent County Council

Salary and Status

This post is offered as a permanent contract.

The appointment will be subject to 3 months' notice.

KCC pays salaries to bank accounts on the 25th of the month unless this falls on a weekend or public holiday.

Terms and Conditions

The appointment is subject to the terms and conditions contained within the Kent Scheme of Conditions of Service.

30 days annual leave is provided excluding Bank Holidays. You will also receive paid time off for public holidays plus a concessionary day at Christmas.

An excellent relocation package is available to assist with costs, including removal companies, temporary lodgings and professional expenses.

The postholder will be expected to provide a car for official journeys.

Personal Interests

Kent County Council policy requires all employees to declare membership of any organisation that falls within the following definition:

Any lodge, chapter, society, trust or regular gathering or meeting, which:

- is not open to members of the public who are not members of that lodge, chapter, society or trust;
- includes in the grant of membership an obligation on the part of the members to make a commitment (whether by oath or otherwise) of allegiance to the lodge, chapter, society, gathering or meeting; and
- includes, whether initially or subsequently, a commitment (whether by oath or otherwise) of secrecy about the rules, membership or conduct of the lodge, chapter, society, trust, gathering, or meeting

A lodge, chapter, society, trust, gathering or meeting as defined above, should not be regarded as a secret society if it forms part of the activity of a generally recognised religion.
Pensions

The post holder will have the choice of contributing to the Local Government Pension Scheme (LGPS). Further details will be available for the successful applicant.

Politically Restricted Posts

This is a politically restricted post which means that the post holder cannot stand for public elected office (other than to a parish council) and is subject to further restrictions on more general political activity.

Whole Time Employment

The person appointed will be required to devote their whole time service to the work of Kent County Council and should not engage in any other business without the express consent of the County Council.

Health and Safety Policy

The County Council recognises and accepts its responsibility as an employer, and will take positive action to ensure the health, safety and welfare of all employees and other persons who may be affected by its operations, by providing safe working conditions and a healthy and safe working environment.

Sickness Provision

Our sickness benefit scheme exceeds statutory requirements. Actual paid absence depends on how long you have worked for KCC and the circumstances of your absence. For example, after 6 years’ service your benefit would be 6 months full pay and 6 months half pay.

Training and Development

KCC is committed to supporting staff to reach their full potential through annual appraisal and personal development plans, enhanced by a range of career development opportunities.

Managers from KR9 to KR20 will be required to undertake our Kent Manager standard programme within the first year of employment.
Child Care Vouchers

These are available to KCC staff, who join the scheme by 30 September 2018, to pay for registered child care between 0 and 16 years of age. The vouchers are exempt from National Insurance contributions so could reduce the cost of your child care.

Green Travel

Our Green Travel Plan is exploring alternative modes of transport to improve travel choice and reduce congestion and pollution. This includes:

- Car sharing and emergency taxi home.
- Discounted fares, free tickets, trip planning and improved travel information.
- Pool car and bikes

Other benefits

KCC offers a range of family friendly policies including:

- A generous maternity scheme
- Emergency leave
- Parental leave
- Special leave
- Help Fund – all employees have the opportunity both to pay into the fund and to apply for help from it when experiencing financial hardship
- An in-house confidential counseling service and Occupational Health Service
- Kent Rewards - discounts at over 1,200 retailers ranging from reduced rates at Health Clubs to house and car insurance to holidays

Living in Kent

With great schools, vibrant cities, golden beaches and stunning countryside Kent has lots to offer you. Find out more about locations in Kent.
Selection Process

Closing Date

Closing date for receipt of applications: **Wednesday 16 May 2018**

Selection Process

Preliminary Interview date: week commencing 21 May 2018

Stakeholder Panel and Young People Panel date: Thursday 14 June 2018

Member Panel Interview date: Friday 15 June 2018

Prior to the final interviews candidates will be required to undertake profiling including online assessments and telephone feedback session.

How to Respond

For more information on how to apply please visit [www.kent-leadership.com](http://www.kent-leadership.com).

Or for an informal and confidential discussion please contact Greg Hayes or Penny Ransley at GatenbySanderson on 020 7426 3962 or Tim Hills on 0113 205 6085