



# Executive Director - Families and Communities

**Recruitment pack**



# Welcome

Thank you for your interest in the role of Executive Director - Families and Communities and for considering Aberdeen as a place where you can use your knowledge, experience, and passion to make a difference.



Our new organisational structure has just been approved by Full Council, creating a Families & Communities function and with it, an exciting new role of Executive Director - Families and Communities to lead it.

As a result of joint commitment by Scottish Government and COSLA to 'The Promise', we have been progressing the first change plan which was published nationally. This has seen extensive work being undertaken in the development of our local 'Family Support Model'. Building on this work, our revised organisational structure presents an opportunity to reduce the potential for duplication of multiple teams supporting the same family from housing support, education support and social care. Closer alignment will enable us to offer holistic person and family centred support; to prevent escalation of need and crisis by enhancing multi-disciplinary working at a neighbourhood level.

Community Planning Aberdeen, through its Integrated Children Services Board has been fostering deeper multi agency collaboration and integration around children and families through its children's services plan. Aberdeen's Integrated Joint Board is a significant part of that integration and through our GIFRE Pathfinder status, we are focused on the transition of disabled children from children's to adult services.

All our integration work is focused on supporting our ambition to continue to make a deliberate shift to prevention activity supported in that ambition by significant investment in our data and digital capability.

Aberdeen, as a place – is a city with and of energy. The city council is equally full of energy and has a determination to play its part in the ongoing prosperity of Aberdeen and its citizens. This challenging new role, presents a unique opportunity both within the council and with partners to make a difference, and includes within its portfolio: Education & Lifelong Learning, Housing, Children's Social Work & Family Support, and Corporate Landlord which is responsible for the physical assets associated with each of these service areas.

A collaborative and supportive senior team will enable our successful candidate to thrive. If this role sounds attractive, and you are passionate about making a difference to the lives of our families and communities, and believe you have the vision, experience and personal qualities then we'd love to hear from you.

Angela Scott  
*Chief Executive*  
*Aberdeen City Council*



## About Aberdeen

Aberdeen lies at the heart of a region recognised for its quality of life. It is a city which effortlessly combines the benefits of metropolitan life with a range of sporting activities and outdoor pursuits as well as easy access to the stunning scenery of Royal Deeside and the beautiful North-East coast.



### Arts and Culture

Along with a fantastic range of first-class shops, hotels and restaurants, the city has a varied cultural scene, so you're sure to find something to interest you. We have an exciting calendar of events throughout the year including our award-winning festival of light 'Spectra'; street art festival 'Nuart'; and 'TrueNorth' music festival - to name a few! His Majesty's Theatre and the Music Hall attract a range of West End shows and famous names and our art gallery and museums hold some of the finest collections in Scotland. The city also has a state-of-the-art events complex, P&J Live, which welcomes large conferences, events, concerts and shows throughout the year.



### Sports and the Outdoors

If you enjoy sports and the great outdoors, there are a number of great sporting facilities across the city, including our Sport Aberdeen venues, Aberdeen Sports Village, Transition Extreme and Aberdeen Snowsports Centre. And if golf's your game, there are a great variety of golf courses both within and around the city. Our parks and gardens are second to none and if you venture further afield, you'll find we're an easy drive to the Cairngorm Mountains for walking or skiing, while Royal Deeside, the North East coast and whisky and castle trails are just as accessible.



### Schools and Universities

Aberdeen has an excellent range of educational facilities from nursery, primary and secondary schools to further and higher education institutions. We are proud to offer two of Scotland's most successful and well-respected universities. The University of Aberdeen is Scotland's third oldest university. It is located in the picturesque and historic area of Old Aberdeen and attracts students from around the world, whilst the Robert Gordon University is described as modern and dynamic and is consistently ranked amongst the UK's top universities. North-East Scotland College (NESCOL), one of Scotland's largest and most successful colleges is a key partner in completing our top-class city offering.

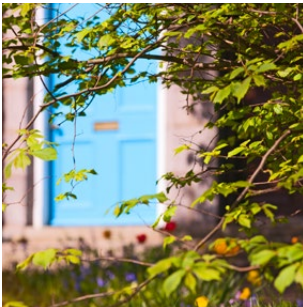






### Living in Aberdeen

We have a variety of housing options within the city centre, suburbs and rural areas with a choice of properties ranging from traditional granite flats and townhouses to new-build properties or unique cottages and farm steadings. For more information, please visit [www.aspc.co.uk](http://www.aspc.co.uk)



### Transport

Aberdeen is fortunate to have an excellent transport network as well as a high standard of accessible public transport services across the city and to the surrounding areas of Aberdeenshire. The city is also well served by frequent bus and train links south to Edinburgh, Glasgow and beyond, as well as north to Inverness and the Highlands. Aberdeen International Airport is just a 15-minute drive from the city centre and offers extensive domestic and international flights.



### Health and Wellbeing

We are proud to offer first rate healthcare provision - within Foresterhill, Europe's largest Health Campus; NHS Grampian's largest hospital, Aberdeen Royal Infirmary; a new Emergency Care Centre; the state-of-the-art Royal Aberdeen Children's Hospital; Aberdeen Maternity Hospital and the University of Aberdeen's School of Medicine and Dentistry. In addition, Aberdeen City Health and Social Care Partnership is at the forefront of the provision of fully integrated community health and social care services with a strong focus on prevention and early intervention offering a range of services and supports with the aim of helping everyone in the city to achieve fulfilling healthy lives.



Image courtesy of NHS Grampian







## The Role

**Executive Director - Families and Communities**  
**£150,491 per annum**

### About the role

The Executive Director will lead the Families and Communities function which comprises Education & Lifelong Learning, Children's Social Work & Family Support, Corporate Landlord, and Housing. The function contains a significant workforce and has responsibility for the alignment of the council's commissioning approach through strategic planning with partners and the integration of services at a locality level. It will ensure that services are delivered in an integrated manner to achieve better outcomes for people in the city, within the framework of statutory responsibilities and consistent with the Council's strategic objectives

Subject to delivery of the emerging model of Family Support, this function will change as more of our services are delivered through partnerships and community self-help, or negated through improved demand management, and/or are delivered by other parties within and outside of the ACC group. This role will have a key responsibility in leading the transformation required to ensure readiness for the changes associated with various reforms impacting children and families and for delivery of The Promise by using the determinates of good health and improved data to prevent harm whenever possible to do so.

### Relationships

Reporting directly to the Chief Executive, the Executive Director - Families and Communities will be an intrinsic part of the Corporate Management Team (CMT) and the success of this role will be interdependent on relationships with the Executive Director - City Regeneration and Environment and the Executive Director - Corporate Services.

Each Director in the CMT acts as the formal Deputy for the Chief Executive, and as Head of the Paid Service in their absence. As a corporate team, the corporate directors support the Chief Executive in providing strategic leadership as well as direction to deliver the policies and priorities of the council in accordance with its Guiding Principles.

### Requirements

Educated to degree level or equivalent and with significant leadership experience related to the role, you'll come to us with a strong track record of developing and managing strategic partnerships and integrating services. In addition, you'll also have demonstrable experience of leading service change and improvement and decision making in a complex environment.

**Full details about the role and the requirements are included within [the job profile.](#)**

## The Role - Supporting Information

For further information about Aberdeen City Council and to support your application, you may find it useful to consider the following documents:

- [ACC Organisation Structure](#)
- [Local Outcome Improvement Plan](#)
- [Aberdeen Outcomes Framework](#)
- [Integrated Children's Services Strategic Plan](#)
- [ACC Child Poverty Report](#)
- [Chief Social Work Officer Annual Report and Appendices](#)
- [National Improvement Framework Self Evaluation](#)
- [National Improvement Framework Plan](#)





## How to Apply

We hope that you have found the information in this pack useful and informative and that we have inspired you to make your application. If you would like to discuss the role, please contact: Angela Scott, Chief Executive, by email on [ChiefExec@aberdeencity.gov.uk](mailto:ChiefExec@aberdeencity.gov.uk)

To apply, please visit: [Executive Director - Families and Communities](#)

### Selection Timetable

