

Role Profile

Part A - Grade & Structure Information

Job Family Code	13BF	Role Title	Health Lead - Families First Partnership Programme
Grade	PS13	Reports to (role title)	Assistant Director for Children's Services Innovation and Reform
JE Band	614-734	Directorate / School	Children, Families and Lifelong Learning
Date Role Profile was created	Feb-26	Service / Department	Family Resilience and Safeguarding
Agile	Information	<u>DBS Requirement</u>	Enhanced with Adults and Children

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	<p>The postholder will work collaboratively with the FFPP leadership team, operational managers, and external stakeholders, particularly colleagues in the ICB and Surrey health providers, to ensure robust practice frameworks, statutory reporting, and quality assurance processes are in place to monitor and improve outcomes for children and families as FFPP is implemented in Surrey.</p> <p>To be the senior lead for Health as a key safeguarding partner within the Families First Partnership Programme (FFPP) within the Safeguarding Partnership. This role will ensure that health partners are engaged in reform initiatives, facilitate effective communication, and gather feedback to inform proposed changes and report project progress to stakeholders. As a key liaison between Health, Social Care and the wider partnership, the role will champion Health as a statutory multi-agency partner, promoting early intervention and prevention outcomes for children and families.</p> <p>This initiative is part of a broader effort to deliver better quality services for children and families, in line with social care reform and as outlined in the Children's Wellbeing and Schools Bill.</p> <p>Key Responsibilities</p> <p>Act as a liaison between the ICB and Surrey health providers as well as Public Health and Community services within SCC and social care. This includes developing multi-agency decision making and responses for child protection and prevention needs.</p> <p>Be a key lead in the development of the new ways of working.</p> <p>Support data flow from health to inform the programme.</p> <p>Ensure appropriate services are accessed for reform initiatives.</p> <p>Communicate and seek feedback to inform proposed changes and project progress to stakeholders.</p> <p>Make decisions on operational service delivery, such as design of new ways of working and structures.</p> <p>Support workstreams in reducing inequalities and overcoming systemic challenges.</p> <p>The role emphasises co-production and collaboration between services to shape reforms, particularly considering the changes in the wider health systems and opportunities to collaborate with Integrated Neighbourhood Teams.</p> <p>The Senior Lead will work closely with the Assistant Director for Children's Services innovation and reform FFPP as well as other partner leads and be accountable to Surrey County Council.</p>
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Work Context	<p>The Families First Partnership (FFP) is a multi-agency programme focused on early intervention and prevention to improve outcomes for children and families. This role, based within the FFP implementation programme is key to enhancing the role of health in multi-agency safeguarding arrangements.</p> <p>The postholder will act as a key liaison to support health settings as part of the reforms both in safeguarding practice and community-based preventative interventions. The postholder will support the strategic aims of the programme, reporting in part to the FFP Board, while also aligning with the Council's wider transformation agenda. This role requires strong leadership, strategic thinking, and collaboration to foster a culture of shared accountability across the partnership. The post holder will also contribute to broader transformation of Children's Services by promoting learning, innovation, and evidence-based practice. They will have an existing working knowledge of health practices in Surrey and will be a credible advocate across a range of partners to drive this transformation.</p>
Line management responsibility if applicable	There may be line management responsibility.
Budget responsibility if applicable	No formal budgetary responsibility, however the Health Lead will support the Assistant Director for Children's Services Innovation and Reform with decisions relating to programme spend.
Representative Accountabilities Typical accountabilities in roles at this level in this job family	<p>Analysis, Reporting & Documentation</p> <ul style="list-style-type: none"> Identify issues and trends that may have an impact in their area of responsibility to enable appropriate action to be taken. Lead the development of policy in own area of specialism, contributing to the delivery of organisational objectives. <p>Service Delivery</p> <ul style="list-style-type: none"> Evaluate existing service provision taking account of feedback and broader external developments, to ensure innovative solutions are proposed to maximise service quality, efficiency and continuity. Apply specialist expertise and use judgement to make decisions where solutions are not obvious, to deliver services that meet customer requirements and service standards. Drive change and embed new ways of working to ensure high quality service delivery and value for money. <p>Planning & Organising</p> <ul style="list-style-type: none"> Develop and ensure implementation of operational plans and play a key role in the formulation of strategic longer term plans for a broader functional area to fit broader functional and organisational strategy. Lead major programmes and reviews and represent the business area in internal and/or external initiatives to enhance reputation and service delivery. <p>Finance/Resource Management</p> <ul style="list-style-type: none"> Manage allocated budget/resources/funding effectively and flexibly and control all related expenditure to ensure delivery of targets/objectives within budget. Contribute to resource and budget planning within own area. <p>Work with others</p> <ul style="list-style-type: none"> Liaise internally and externally at senior levels to ensure the department/service issues are appropriately represented and acted upon. Work with managers, service representatives and partners to identify and apply cost effective means of delivering improvements to business processes and strategies. <p>People Management</p> <ul style="list-style-type: none"> Manage a group of staff across a function/service, or as a significant part of a multi-disciplined function to ensure all relevant annual organisational targets and goals are delivered within budgetary/resource constraints. Lead, motivate and develop individuals using a coaching approach, to better meet current and future requirements. <p>Duties for all</p> <p>Values: To uphold the values and behaviours of the organisation.</p> <p>Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.</p> <p>Health, Safety & Welfare: To be responsible for ensuring health & safety policies, procedures and legislation are implemented, communicated and managed including making sure that health and safety responsibilities are fully understood and carried out by employees within their service area.</p> <p>To have regard to and comply with safeguarding policy and procedure as appropriate.</p>

Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics	<ul style="list-style-type: none"> • Degree or equivalent professional qualification plus experience at management level in a specialist area in a demanding business environment. • Extensive knowledge of the principles of change management, project management and continuous improvement, and their practical application. • Authoritative knowledge of the work practices, processes and procedures relevant to the role including broader sector/commercial awareness. • Proven ability to manage budgets and available resources to deliver effective support to their area of responsibility. • Strong written and oral communication and interpersonal skills with high level negotiation and influencing skills, and the ability to work collaboratively with internal and external partners/professionals. • Comprehensive knowledge of computerised business systems. • Proven ability to inspire and motivate others. • Advanced problem solving and analytical skills with the capacity to devise and implement practical and creative solutions. • Proven ability to assess risks and benefits in a complex environment and respond appropriately. • Substantial experience in successful leading, motivating, coaching, mentoring and developing staff.
Details of the specific qualifications and/or experience if required for the role in line with the above description	<p>Educated to degree level or equivalent professional qualification.</p> <p>Proven track record as a Senior Leader within health settings in Surrey, demonstrating strategic leadership and operational excellence.</p> <p>Extensive experience in the health sector in Surrey, with a strong focus on cultivating high-performance cultures and driving continuous improvement.</p> <p>Demonstrated success in multi-agency collaboration and effective partnership working to support children and families.</p> <p>Experience in service design and policy development, with the ability to translate strategic objectives into impactful practice.</p> <p>In-depth knowledge of safeguarding and child protection within health settings, with a clear understanding of statutory responsibilities and best practice.</p>
Role Summary	<p>Roles at this level are substantial management roles, they are either managing a multi functional support service within one of the organisation's service areas, or coordinating a specific business development or advisory area.</p> <p>This may involve significant coordination of complex or diverse services, e.g. leading business support services to professional teams, or coordinating teams carrying out specialist advisory or administrative services. More specialised roles will require a full understanding of a professional or specialised field and will work with those both inside and outside the organisation, to influence the development of services or delivery of specific projects or organisational objectives. Their work includes developing and implementing operational plans and contributing to the longer term plans for the area in line with organisational strategy.</p> <p>They will provide overall guidance to more junior managers in terms of planning, service standards and resources which underpin service level agreements. They work closely with customers, staff, agencies and/or contractors to ensure that the services meet and exceed expectations. Roles at this level require extensive management experience and high level expertise. They exercise flexibility and independence for decision making within their particular functional area, working to broad parameters and policy guidance. Roles at this level are accountable for the professionalism of service delivery under their remit.</p>
Reference Number	<p style="text-align: center;">BM-2026-085</p>