



Hartlepool
Borough Council

Assistant Director, Children and Families

Candidate Information
July 2026

Anchored in Progress

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Welcome



Dear Candidate,

Thank you for your interest in joining Hartlepool Borough Council's Children's Services Directorate.

Hartlepool is a proud, ambitious and welcoming town with a strong sense of community and a relentless focus on improving outcomes for children, young people and families. We are on an exciting journey of innovation, transformation and improvement, and I am delighted to be advertising two exceptional leadership opportunities: Assistant Director of Children and Families and Assistant Director of Education, Aspirations and Achievement.

These are more than senior leadership roles. They are opportunities to shape the future of Children's Services in Hartlepool and make a lasting difference to the lives of children, young people and families. Whether your passion lies in safeguarding, social care and family support, or in driving educational excellence, inclusion, aspiration and achievement, these posts offer the chance to lead significant transformation at a time of national reform and local ambition.

Our Directorate is built on a simple but powerful ethos: One Team, One Directorate. We believe that the very best outcomes are achieved when talented and committed professionals work collaboratively across education, social care, early help, health and our wider partnerships. This culture of innovation, support and shared purpose makes Hartlepool a unique and rewarding place to work. We are looking for inspiring leaders who share our ambition for

children and young people, who are committed to excellence, and who want to help us build on our strengths and drive the next stage of our journey. In return, you will have the opportunity to work alongside passionate colleagues, committed partners and dedicated elected members, all united by a common goal: improving life chances and creating brighter futures for every child in Hartlepool.

I hope you will consider joining our wonderful and innovative team. I look forward to receiving your application.

Yours sincerely,

Alison Sutherland
Executive Director of Children's Services

Advert

Every child deserves the best possible start in life.

Assistant Director, Children and Families Salary – up to £105,680

Hartlepool is a close-knit and ambitious borough where improving outcomes for children and families is at the heart of everything we do. Home to an Outstanding Children's Services department, and with strong support for children's services and a genuine commitment to collaboration, this is an opportunity to join a leadership team focused on making a lasting difference. We are looking for an exceptional children's social care leader to join us as Assistant Director, Children and Families and help shape the future of services for children, young people and families across the borough.

As Assistant Director, you will lead a significant portfolio that includes safeguarding, child protection, children in care, fostering and adoption, residential services, care leavers, youth justice and family support services. Working closely with senior colleagues across the directorate and wider partnership system, you will drive improvement, champion high-quality practice and ensure children and families receive the right support at the right time. You will play a key role in shaping strategic priorities, strengthening partnerships and delivering better outcomes for children and young people.

Building on the strong foundations of an Outstanding Children's Services department, you will bring the leadership, credibility and ambition needed to sustain excellence, drive continuous improvement and respond confidently to future challenges. You will be someone who can translate vision into action, inspire high-performing teams, build effective partnerships and lead with integrity, compassion and ambition.

In return, you will join an authority that values collaboration, innovation and collective leadership. Alongside a competitive salary, we offer access to the Local Government Pension Scheme, generous annual leave, hybrid working arrangements, employee wellbeing support and a comprehensive benefits package. Most importantly, you will have the opportunity to make a meaningful impact on the lives of children, young people and families in a borough that is determined to continue improving and delivering the very best services.

If you are an inspiring leader with the ambition, compassion and drive to make a lasting difference, this is your opportunity to shape services, influence communities and improve the lives of children and families across Hartlepool.

For a confidential discussion, please contact our colleagues at Tile Hill:

Anita Denton 07725 554802 (anita.denton@tile-hill.co.uk)

Amin Aziz 07436 146281 (amin.aziz@tile-hill.co.uk)

Chris Barrow 07437 839048 (chris.barrow@tile-hill.co.uk)



About us

Hartlepool

Hartlepool is a borough with growing confidence, ambition and opportunity. Home to around 98,000 people on the North East coast, it is a place shaped by its maritime heritage, resilient communities and strong sense of identity. From the historic Headland and the famous tale of the Hartlepool Monkey to the award-winning Marina, Seaton Carew's coastline and HMS Trincomalee, Britain's oldest warship still afloat, Hartlepool is proud of its past. Today, that same pioneering spirit is helping to shape an exciting future.

The borough is undergoing significant transformation. Major public and private sector investment is helping to create new opportunities for residents and businesses. Hartlepool is strengthening its reputation as a centre for innovation and enterprise, building on established strengths in engineering, energy, advanced manufacturing and port operations.

The borough is also emerging as a destination for the creative industries. A multi-million-pound Screen Industries Production Village and expanded TV studio facilities are creating the foundations for a thriving film, television and digital production sector. At the same time, a new £34 million Active Wellbeing Hub has opened and provides state-of-the-art leisure, fitness and wellbeing facilities, improving

quality of life for residents and helping to create healthier communities.

Looking ahead, Hartlepool has the potential to play a nationally significant role in the UK's energy future. Plans continue to progress for a proposed multi-billion-pound new nuclear power station, building on the town's long association with energy generation and its highly skilled workforce. Alongside investment in offshore wind and clean energy industries across Teesside, this could create thousands of jobs and drive economic growth for decades to come.

Like many towns, Hartlepool faces challenges, with some communities experiencing deprivation, health inequalities and barriers to opportunity. However, there is a growing sense of optimism and momentum across the borough. Investment, regeneration and community pride are combining to create a place that is ambitious, connected and full of potential.

Hartlepool is increasingly recognised as a place of opportunity: a town with a proud history, distinctive character and a bold vision for the future. It is a place where people choose to live, work, invest, visit and raise their families, and where the best is yet to come.



About us

Hartlepool Borough Council

Hartlepool Borough Council is a unitary authority delivering a wide range of services that support residents, businesses and communities every day. From education, children's and adult social care, housing and public health to regeneration, economic development and environmental services, we play a leading role in shaping the future of the borough. As a member of the Tees Valley Combined Authority, we also contribute to regional growth, investment and collaboration across the wider Tees Valley.

We are a council with bold ambitions for Hartlepool and a clear focus on delivering better outcomes for residents. We are driving an ambitious programme of transformation, regeneration and service improvement. Significant investment is helping to reshape the borough, creating opportunities for people, businesses and communities while strengthening the quality and sustainability of local public services.

Our vision is set out in the Council Plan 2030, which aims to make Hartlepool:

- A place where people live healthier, safer and more independent lives.
- A place that is connected, sustainable, clean and green.
- A place with a thriving economy that creates opportunity and prosperity.
- A place served by a council that is ambitious, effective and fit for the future.

We have a strong track record of delivering high-quality services. Our Children's Services are rated 'Outstanding' by Ofsted, reflecting our commitment to ensuring children and young people receive the support they need to thrive. Our Adult Social Care services are rated 'Good' by the Care Quality Commission (CQC), recognising the quality of care, support and outcomes delivered for adults across the borough.

This is an especially exciting time to join the Council. With a new Chief Executive, a new political administration and ambitious plans for the future, we are entering a new chapter for Hartlepool. Together, they are providing fresh leadership, renewed momentum and a shared determination to build on our successes, drive improvement and deliver the very best outcomes for residents, businesses and communities.

Collaboration, innovation and continuous improvement are central to how we work. Supported by strong political and corporate leadership, we are building a culture that encourages new ideas, constructive challenge and shared ownership of improvement. We want colleagues at every level to play an active role in shaping the future of the organisation and the borough.

Above all, we recognise that our greatest strength is our people. We are committed to creating an environment where talented professionals can thrive, develop their careers and make a lasting difference to the lives of residents. Together, we are building a council that is ambitious, connected and focused on delivering the best possible outcomes for Hartlepool.



About us

Our Children's Services

Children's Services are one of our greatest strengths and a real source of pride. In March 2024, Ofsted judged our Children's Services to be Outstanding overall, recognising exceptional leadership, highly effective partnership working, a strong workforce culture and consistently positive outcomes for children and families.

The inspection praised our relentless commitment to improving services, highlighting the strength of our early help offer, multi-agency working, leadership culture and the quality of support provided to children and families across the continuum of need.

More recently, an Ofsted focused visit on care leavers found that services had continued to improve since the 2024 inspection. Inspectors identified clear evidence of committed leadership, a well-developed local offer, highly relational practice and strong support for vulnerable care leavers. Care leavers were found to have strong and trusting relationships with their personal advisers and to benefit from consistent and effective support from dedicated practitioners.

Inspectors also praised the ambition and visibility of our leadership team, noting a positive and reflective culture where leaders and managers are supportive, accessible and focused on continuous improvement.

Our success is underpinned by several distinctive strengths:

- Outstanding practice and leadership – Exceptional leadership, strong workforce culture, effective management oversight and consistently positive outcomes for children and families.
- A highly effective Multi-Agency Children's Hub – Bringing together local authority, police and health partners to provide coordinated safeguarding responses, robust decision-making and timely intervention for children and families.
- A strong Early Help offer – A well-developed and preventative approach that supports children and families at the earliest opportunity, helping to reduce escalation and improve long-term outcomes.
- Strong Corporate Parenting arrangements – Children in our care benefit from stable, child-centred services and a culture that prioritises their safety, wellbeing, aspirations and achievement.

- Excellent partnership working – Strong relationships with education, health, police, voluntary sector and regional partners enable effective multi-agency approaches and influence wider system developments across the Tees Valley and North East.
- Leadership of regional SEND reform – We are leading the North East SEND Change Programme and helping to shape work around inclusion, early intervention, partnership working and support for children and young people with additional needs.
- A stable and ambitious leadership team – Leaders are visible, supportive and highly ambitious, creating a positive culture focused on continuous improvement and excellent practice.
- 'One Directorate. One Team.' – A collaborative culture that ensures children and families receive the right help, at the right time, whilst enabling us to fulfil our responsibilities as a safeguarding partner and corporate parent.

Looking ahead, we are exceptionally well positioned to shape and influence some of the most important issues facing children and families. Key priorities include embedding national children's social care reforms, strengthening family help arrangements, improving outcomes for children with SEND, increasing foster care sufficiency and continuing to deliver excellent outcomes despite the challenges facing the sector.

Supported by ambitious leadership, strong political backing and a highly regarded workforce, this is a rare opportunity to join an Outstanding service that is delivering excellence today whilst helping to shape the future of children's services across the North East.

Useful links:

[Council Plan 2030](#)

[Executive summary of SEND Reform Plan](#)

[ILACS Report 2024](#)

[Ofsted Focus Visit on Care Leavers](#)

Our Priorities



- Ensure our workforce is sufficient to meet the increasing levels of vulnerability and complexity of needs among children, and review our capacity to absorb this demand in light of the Council's financial position.
- Continue to implement our quality assurance framework to ensure we remain on our journey of continuous improvement: consistent, high quality, strong leadership and supported by relational approaches.
- Continued transformation of early help services through investment in Best Start family hubs created in collaboration with families.
- Implementation of the Families First Partnership Reforms: family-led, early help, families staying together.
- Implementation of the SEND Reforms (Phase 1).
- Strong partnerships and system working: shared ownership and accountability.
- Align the Children's Hub with the creation of the MACPT.
- Excellence & Equity: support schools to create trauma-informed & inclusive environments to achieve continuous improvement in the educational attainment of all children, and with a keen focus on children in our care.
- Strengthening relationships, reduce PEX, EHE and suspensions, introduce team around school model and more focus on AP across the Borough.
- Raise the aspirations of all our young people to pursue higher education, advanced apprenticeships, and sustained employment opportunities in order to reduce NEET.
- Support for adolescents on the edge of care to ensure we continue to effectively support young people and their families to strengthen relationships and prevent family breakdown.

Role Overview

Assistant Director, Children and Families

The Opportunity

As Assistant Director: Children and Families, you will provide strategic leadership across a wide-ranging portfolio, ensuring that children remain at the centre of everything we do and that families receive the support they need to thrive.

The portfolio includes:

- Children's Hub
- Edge of Care and Harm Outside the Home
- Child Protection
- Safeguarding, Assessment and Support Teams
- Children in Need
- Fostering and Adoption
- Residential Services
- Care Leavers and Through Care Teams
- Corporate Parenting
- Youth Justice Services

You will play a critical role in shaping and delivering our vision for children and families, leading services that are ambitious, relationship-based and focused relentlessly on achieving the best possible outcomes.

Working alongside fellow Assistant Directors and senior leaders, you will help strengthen our culture of collaboration, shared responsibility and collective leadership through our One Team, One Directorate ethos.

Together, we are committed to creating services that are connected, responsive and focused on what matters most - improving the lives of children and families.

What You'll Achieve

You will:

- Provide inspirational leadership for Children and Families services, driving excellence in practice and performance.
- Lead services that safeguard children and promote positive outcomes for vulnerable children, young people and families.
- Create a culture where children and families are listened to, valued and empowered.
- Drive innovation, transformation and continuous improvement across services.
- Champion a strengths-based approach that builds resilience and promotes lasting change.
- Ensure services consistently deliver high-quality, child-centred practice.
- Develop effective partnerships across education, health, police, community and voluntary sector organisations.
- Contribute as a key member of the Directorate Management Team, shaping wider strategic priorities and organisational ambitions.
- Model and embed our One Team, One Directorate values, ensuring services work together seamlessly around the needs of children and families.



Role Overview

Assistant Director, Children and Families

About You

We are looking for an inspirational leader who combines strategic vision, professional credibility and a deep commitment to improving the lives of children and families.

You will bring:

Strategic Leadership

- Significant senior leadership experience within children's social care and family services.
- A strong track record of leading improvement, transformation and service excellence.
- Experience of delivering positive outcomes within complex and challenging environments.
- The ability to translate strategic vision into meaningful and measurable impact.

Professional Excellence

You will have:

- A deep understanding of safeguarding, child protection and corporate parenting responsibilities.
- Extensive knowledge of children's social care legislation, policy and best practice.
- A commitment to high-quality practice and continuous improvement.
- A passion for ensuring every child has the opportunity to be safe, happy and successful.

Collaborative Leadership

You will be:

- An inspiring and authentic leader who empowers others.
- Skilled at building strong relationships and productive partnerships.
- Comfortable working across organisational boundaries and influencing change.
- Committed to our One Team, One Directorate culture, recognising that the best outcomes are achieved when leaders work together around a shared purpose.

Values and Ambition

Above all, we want someone who:

- Has an unwavering commitment to children and families.
- Leads with integrity, compassion and courage.
- Brings energy, optimism and resilience.
- Creates a culture where people feel valued, supported and able to thrive.
- Is ambitious for children, young people, families and communities.

Job Description

JOB TITLE: Assistant Director, Children and Families

DIVISION: Children's Services

GRADE: Chief Officer Band A

RESPONSIBLE TO: Executive Director of Children's Services

POST REFERENCE: 107186

Purpose of Post

This is a pivotal leadership role within Children's Services, providing strategic direction and system leadership for Children and Families Services across Hartlepool. As a member of the Council's Senior Leadership Team, the postholder will work alongside the Executive Director of Children's Services to deliver the Council's vision, values and priorities, ensuring children, young people and families receive high-quality, child-centred support that improves outcomes and life chances.

The postholder will lead an ambitious programme of improvement and transformation across children's social care, driving a culture that is strengths-based, relationship-focused and centred on achieving the best possible outcomes for children and families.

Providing visible and influential system leadership, the postholder will champion a One Directorate, One Team approach, fostering effective collaboration within and across services and partnerships to ensure children and families receive the right help, at the right time, and that the Council fulfils its responsibilities as a safeguarding partner and corporate parent. Through innovation, partnership working and continuous improvement, they will support the development of sustainable services that reduce inequalities, strengthen family resilience and enable children and young people to thrive within their families and communities wherever it is safe to do so.

Key Relationships

- Chief Executive and Executive Director of Children's Services
- Lead Member Children's Services
- Executive Leadership and Senior Management Teams
- Departmental Management Team
- Children, young people, their families and carers
- Children's workforce
- Colleagues from partner organisations including those in statutory, voluntary, independent and faith sector partners

Job Description

Main Duties and Responsibilities

The primary purpose of the postholder is to provide strategic leadership for Children's Social Care services, ensuring children, young people and families receive high-quality, relationship-based and strengths-led support that promotes safety, wellbeing and positive outcomes. The postholder will lead the effective discharge of the Council's statutory responsibilities, champion excellence in practice, drive continuous improvement, and provide visible leadership across the local children's system to ensure children and families receive the right help, at the right time, from the right professionals.

The postholder will have lead responsibility for the following duties:

1. Strategic Leadership and Corporate Responsibilities

- Lead the provision of social care services for children, young people and their families to improve their health, development, life chances and outcomes.
- Lead and drive, in partnership with the Directorate Management Team, service transformation and continuous improvement to achieve better outcomes for children, young people, and families in line with national policy and local priorities.
- Working closely with the Executive Director of Children's Services, ensure the statutory duties of the Council as they relate to this field are fully discharged.
- Act as an active member of the Council's Senior Leadership Team, contributing to corporate priorities, organisational development and the achievement of wider Council objectives.
- Champion a One Directorate, One Team culture across Children's Social Care, Education, Youth Services and Youth Justice Services, promoting collaboration, shared accountability and integrated working to improve outcomes for children, young people and families.
- Contribute to the development of, and articulate, the Council's vision within the directorate to ensure its delivery in a way that meets statutory obligations, policy objectives and value for money.
- Work collaboratively across Children's Services, wider Council directorates and partner organisations to design and deliver transformational change, embedding a culture of continuous improvement, innovation, shared accountability and collective ownership of outcomes.

- Establish effective relationships with Elected Members providing clear, balanced advice and guidance on issues that achieve the service objectives.

2. Children's Social Care

Lead the delivery of Children's Social Care services within allocated budgets and drive continuous improvement in:

- The arrangements to safeguard children, promote their welfare and ensure the effective implementation of legal and statutory duties.
- The provision and commissioning of safe, effective and high-quality children's services that are responsive to local need and delivered within a clear quality framework.
- The delivery of preventative and statutory Youth Justice Services to children and young people involved in, or at risk of entering, the criminal justice system.
- Provide strategic leadership and oversight of the Children's Hub and Multi-Agency Child Protection Team arrangements, ensuring effective multi-agency decision-making, information sharing and timely responses for children and families requiring support, protection or intervention.
- Provide visible system leadership across safeguarding and children's partnerships, fostering strong relationships and collective accountability with education, health, police, justice, voluntary, community and faith sector partners.
- Develop, implement and maintain strategies, policies and procedures for areas of responsibility and ensure compliance and delivery.
- Lead, alongside other members of the Directorate Management Team, the implementation of national Children's Social Care reforms, sector-led improvement activity and emerging best practice, ensuring services are evidence-informed, strengths-based and focused on improving outcomes for children and families, providing clear, balanced advice and guidance on issues that achieve the service objectives.

Job Description

3. Children in Our Care, Corporate Parenting and Permanence

- Lead and promote the Council's Corporate Parenting responsibilities, ensuring children in care and care leavers receive high-quality support, advocacy and opportunities to thrive and achieve their full potential.
- Ensure the provision of high-quality support and services for children in our care and those leaving our care, meeting their educational, health, developmental, social and emotional needs at all times.
- Provide strategic leadership for family networks, kinship care and permanence, ensuring children are supported to remain safely within their families and communities wherever possible, and that family-led solutions are embedded throughout practice and service delivery.
- Provide strategic leadership for sufficiency, fostering and placement provision, ensuring there is a sufficient range of high-quality placements and care arrangements to meet the needs of children in our care.
- Act as the Council's Agency Decision Maker.

4. Performance, Quality and Service Improvement

- Ensure effective use of performance management, quality assurance, audit, data benchmarking and management systems to secure consistently high standards of performance and continuous improvement.
- Champion a culture of high-quality practice, learning, professional curiosity and reflective practice, ensuring services are evidence-informed and focused on achieving the best possible outcomes for children, young people and families.
- Ensure appropriate risk management, financial management, governance and service management arrangements are in place across the service.
- Optimise service performance and delivery through the efficient and effective use of available financial, human and physical resources, promoting continuous improvement through a whole-system approach.

5. Participation, Partnerships and Influence

- Ensure effective consultation, participation, engagement and co-production with stakeholders, particularly children, young people and families.
- Ensure the voices, experiences and aspirations of children, young people and families are central to strategic

decision-making, service design, commissioning, evaluation and continuous improvement.

- Maintain and foster effective partnerships to promote collaboration, improve outcomes for children and families, enhance the reputation of services and actively celebrate success and achievement.
- Represent the Council at local, regional and national partnerships, boards and forums, influencing policy development, promoting best practice and supporting innovative approaches that improve outcomes for children, young people and families.

6. Leadership, Workforce and Organisational Culture

- Provide strategic leadership, support and direction to Children and Families teams, ensuring staff are motivated, developed and empowered to deliver excellent services.
- Foster a positive, supportive and learning-focused culture where employees understand their contribution to the Council's vision and feel valued, respected and included.
- Champion equality, diversity and inclusion, ensuring these principles are embedded in leadership, decision-making, workforce development and service delivery.
- Support elected members in their role as community leaders by providing professional advice, information and strategic support.
- Work jointly with Assistant Directors and partners across Children's Services, and wider, to deliver integrated, place-based and family-centred services that prioritise prevention, early intervention and inclusion.
- Act as a visible and influential leader and ambassador for Hartlepool, championing the aspirations of children and young people and promoting a culture where everyone works together as One Team to improve life chances and create positive futures.
- Ensure compliance with all relevant health, safety and wellbeing requirements and undertake any additional duties commensurate with the responsibilities and strategic nature of the post.

Over time Council services change and develop. This can impact upon the main duties and responsibilities of the role, and subsequently the post holder will be required to adapt. Any changes will be appropriate to the grading of the post and will be made in discussion with the post holder.

Date: 22 July 2026

Person Spec

REQUIREMENTS	ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)	DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)
Educational/vocational/ occupational qualifications and/or training Specific qualifications (or equivalents)	A degree or relevant equivalent professional or qualification Occupational (F) Qualified Social Worker (F) Registered with Social Work England (F)	Management or Leadership Qualification (F)
Work or other relevant experience	A proven track record of consistent and demonstrable leadership and achievement within the field of children's social care with a developed understanding of the legal and regulatory framework and issues facing children, young people and their families (F, I) A demonstrable track record of leading, motivating and managing teams to achieve high performance, sustainable service improvements and outstanding results through internal and external partnership (F, I) Experience of promoting and sustaining a culture that meets the needs of and engages with customers and staff within a safe open and high performance working environment (F, I) Evidence of establishing and sustaining a performance management culture to drive continuous improvement including service planning, target setting, performance appraisal and the management of diverse staff groups (F, I) A track record of working in and forging successful partnerships with a wide range of internal and external bodies including other local authorities, statutory, private, voluntary and community sector organisations (F, I) Evidence of working effectively within a political environment providing clear balanced advice and guidance on issues that achieve the service objectives (F, I) Experience of budget planning, management and control (F, I) Experience in and detailed understanding of Local Government or public sector (F, I)	

Person Spec

REQUIREMENTS	ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)	DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)
Skills, Abilities, Knowledge and Competencies	Knowledge of legislation, statutory guidance and policy direction that governs practice in children's social care (F, I) A high degree of political awareness and capable of working effectively with the political dimension; ability to support elected members in undertaking their roles as community leaders and ward members (F, I) Ability to lead and manage change and develop services whilst maintaining consistency with corporate values and ethics. (F,I) Develop effective working relationships with staff and managers (F, I) Ability to optimise service performance and delivery ensuring efficient and effective use of the available resources (F, I) Ability to develop effective external relationships and working with communities and other agencies (F, I) Maintain focus on strategic and long term issues which inform operational service delivery in context of the organisation's strategic and operational capacity (F, I) Create a supportive learning and development environment where a culture of learning is promoted and constructive feedback on the service provided is encouraged (F, I) Ability to make difficult decisions in a challenging environment with solution focused, problem solving, evidence based decision making approach (F, I) An inspirational and effective communicator (F, I) Demonstrate good financial grip and management (F, I)	Media responses and interviews

Person Spec

REQUIREMENTS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
	Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)	Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)
General Competencies	An effective leader and manager who is energetic, determined, positive, fair and resilient enough to cope with the demands of the role (F, I) An enthusiastic and effective individual with a strong commitment to improving performance and ensuring the service meet the needs of the communities it serves (F, I) A positive role model promoting high standards of ethical behaviour, probity, integrity and honesty with credibility across a wide range of audiences and respect for all (F, I) An innovator and motivator who can promote new and creative thinking and a corporate focus to achieving Council's objectives and continuous improvement, best value, service excellence and equal opportunities (F, I) A persuasive and effective influencer who can develop partnerships work collaboratively across boundaries and achieve performance and results through others (F, I)	
ESSENTIAL / DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)		

On-going Training Requirements

The post holder will be required to undertake the following mandatory/essential training at the frequency indicated.

MANDATORY/ESSENTIAL TRAINING	FREQUENCY
Children's Safeguarding Maintain professional registration and meet Continuous Professional Development requirements	Three yearly Annually

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council's Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.

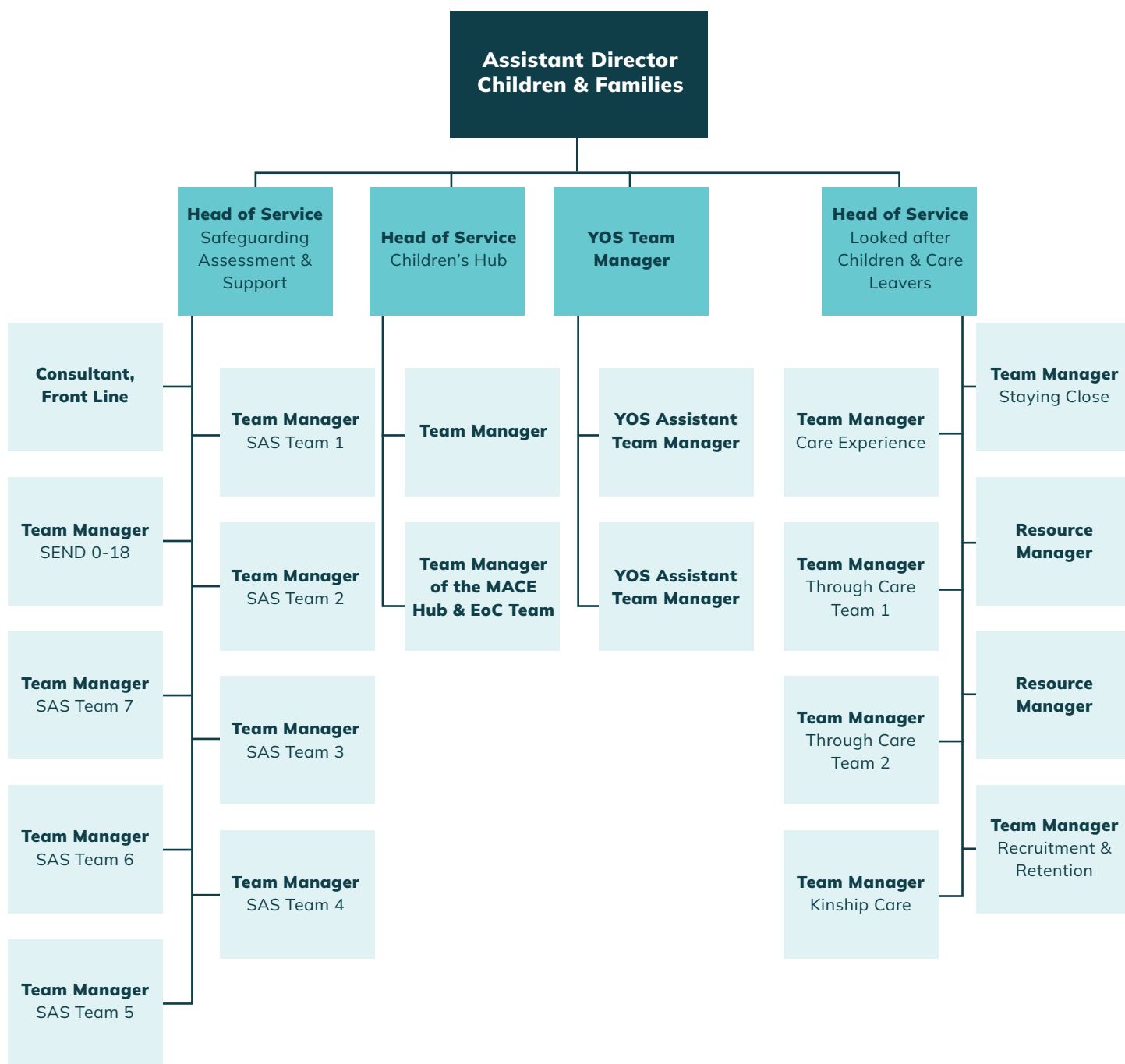
Date: 22 July 2026

Hartlepool Borough Council
is committed to safeguarding
and promoting the welfare
of children, young people and
vulnerable adults.

If this post is subject to safer
recruitment measures, then
a disclosure and barring
service (DBS) check will
be required.



Structure Chart



Timings & Apply

Recruitment Timetable and How to Apply

Closing Date for Applications:

Midnight Monday 24th August 2026

Technical interviews (virtual):

Wednesday 9th or Thursday 10th September

Final Panel: Monday 21st September

Please note these dates may be subject to change

To apply, please click the following link:

www.tile-hill.co.uk/job/assistant-director-children-families

Please submit an up-to-date copy of your CV (four sides of A4 maximum), along with a supporting statement (four sides of A4 maximum) detailing your experience, and achievements and addressing the key criteria for the role set out on this site and using examples to demonstrate how you meet the requirements. Documents should be uploaded via our website, please include and upload the below information in two documents only. If you experience any issues whilst applying, please contact matthew.ashby@tile-hill.co.uk

Applications should include:

- Full contact details;
- Names, positions, organisations and contact details for two referees (we will ask your permission before contacting referees);
- Details of your notice period
- Notification of any dates when you are not available for an interview

At Tile Hill, we are committed to inclusion and accessibility. We champion and support all individuals to ensure everyone feels valued, listened to and motivated to get the very best out of each recruitment process and that processes are designed to meet the needs of individuals. If you have any specific requests and would like a confidential discussion with the Tile Hill team, then please email inclusion@tile-hill.co.uk

Hartlepool Borough Council are a Disability Confident Leader. If you'd like to apply under the scheme, please mention this clearly in bold at the top of your supporting statement. If there are any adjustments that would support you during the application or interview process, please let us know.

