

Dear colleague

Children's Services senior management team appointments process

I am very pleased to say that County Council Cabinet approved the proposed structure of our Children's Services senior management team, and that we can now proceed to appoint the key people we will need in our leadership team to turn our vision into reality and shape the better future for Norfolk's children and young people to which we all aspire.

We have developed an Appointments Procedure and appointments to the new structure will be made in accordance with that Procedure. Some jobs will be advertised internally and some externally – under criteria set out in the appointments procedure.

For your information, posts soon to be advertised are: -

- Deputy Director (Early Years, Schools and Communities) will be advertised internally within Children's Services on 8 July.
- Deputy Director (Prevention, Early Intervention and Specialist Support Services), Assistant Director (Commissioning and Performance), and the five posts of Area Director will be advertised externally in week commencing 18th July

You will be able to access details of all externally advertised posts on the County Council website www.norfolkccjobs.com

If you have any questions, comments or concerns or would like to see the appointments procedure, please contact Peter Mann, HR and Development Manager on 01603 223476 or email at peter.mann@norfolk.gov.uk or Louise Everett, HR Officer on 01603 638062 or email at louise.everett@norfolk.gov.uk

The organisational structure of Children's Services will be developed in phases – Phase 1 being this appointment of staff to the Senior Management Structure. The next phase will be to develop integrated services and the area-based structures. We will engage with staff and other stakeholders at the formative stage in the design of the structure. The work on this will begin in September and I will write to you again about this in due course.

Best wishes

Lisa Christensen
Director of Children's Services