**JOB DESCRIPTION**

**DIRECTOR OF BUSINESS TRANSFORMATION**

Fixed term contract – 18 months

Location – Kent Head Office but with national travel

Salary – negotiable

We are looking for an inspirational business transformation specialist to join our leadership team and deliver an exciting programme of change.

**Aims of post**

Reporting to the MD Fostering, this is the key role in leading the business transformation of ByTheBridge with Cambian, and integration of wider fostering divisions in Caretech to deliver the Target Operating Model (TOM) for a best in sector Fostering business.

**Key responsibilities**

* To support the MD Fostering and wider leadership team in defining the integrated TOM for Caretech Fostering which will establish the service as an Outstanding-rated best-in-sector business.
* To define, manage and monitor;
	+ the programme of change (across systems, processes and people workstreams) required to deliver the TOM
	+ the budget to deliver the programme
	+ Key metrics of success (outcomes and impact) across every aspect of the programme.
	+ the risks and risk management plan
	+ the communication and engagement plan for a wide range of stakeholders to underpin effective delivery of the programme
	+ effective quality assurance and overall integrity of the business change programme.
	+ dependencies and the interfaces between projects.
* To lead and work effectively with colleagues on the leadership team and throughout the wider business, on projects within the programme, taking corrective action where necessary to ensure successful delivery.
* To be the key ‘go-to’ person for all programme-related activity and report on progress to senior colleagues and meetings.
* To have overall responsibility and accountability for the successful day to day delivery of the programme against time, cost and quality deadlines.
* To support the MD Fostering and colleagues on establishing a culture and programme of continuous improvement within the company.

**Person specification**

We are looking for an individual with;

* Outstanding leadership and communication skills
* Experience of managing complex change/transformation programmes incorporating multiple interlinking workstreams, significant budgets and competing risks and interdependencies.
* Drive and determination to deliver and a willingness to innovate.
* The ability to engage stakeholders on multiple levels and win hearts and minds.
* The skills to influence across multiple business boundaries
* An understanding of the fostering sector, working within a highly-regulated environment and experience of working at a senior level in a people-orientated business.
* The ability to improve culture and embedding continuous improvement.
* Experience of leadership responsibility within a national business
* A willingness to work hard and do as well as lead.
* An unwavering commitment to ensure the best for every young person we care for.
* A track record of improving operational productivity.
* The ability to think strategically and translate strategy into meaningful change.
* The willingness to question and challenge assumptions and build consensus and understanding.
* The ability to think outside the box, constantly seeking creative but workable solutions to complex problems.

By the Bridge Ltd may vary your job description from time to time to reflect any development of your role necessary in consequence of regulatory change or operational needs.