Dear Candidate,  
  
Thank you for showing interest in working with us.  
  
The task that we are undertaking is a big one, and I don't want to underestimate to you the work that is needed. However, we are confident, that with the right leaders in place, the task is manageable and that this presents an exciting career move.  
  
Sunderland City Council fully understand the need for sustained improvement and are working closely with my team to ensure that we have the resources that are needed to successfully complete the task of transforming children's services in the city.  
  
We are currently working through the options for moving children's services into a new organisation and we need visionary leaders who can turn potential into a vibrant reality. We will provide a briefing, and answer questions that you have on this, during the process that we use to select successful candidates.  
  
We need talented individuals with energy, vision and drive. You need to be a team player of the highest quality. At times this job will test you and you need exceptional people skills to ensure that you can persuade for, and deliver, innovative solutions.  We will only appoint candidates of the highest calibre, and if you are appointed this means that you will be part of a great leadership team.  
  
You need to demonstrate to us through the process that you can manage change, and have a successful track record in this. We have a new Director of Children’s Services and Chief Executive of Together for Children in post now who is leading change in services. These are important posts for us and the salaries reflect the work to be done. Salaries are based on the Sunderland leadership scales and will be reviewed when the new organisation is fully formed.   
  
If you would like an informal discussion about any of the posts please email [Alex.Hopkins@sunderland.gov.uk](mailto:Alex.Hopkins@sunderland.gov.uk)

If you should decide to apply, we look forward to receiving your application.  
  
Nick Whitfield  
Children's Commissioner for Sunderland City Council