

Job description

Post title: Director of Strategic Commissioning and Investment

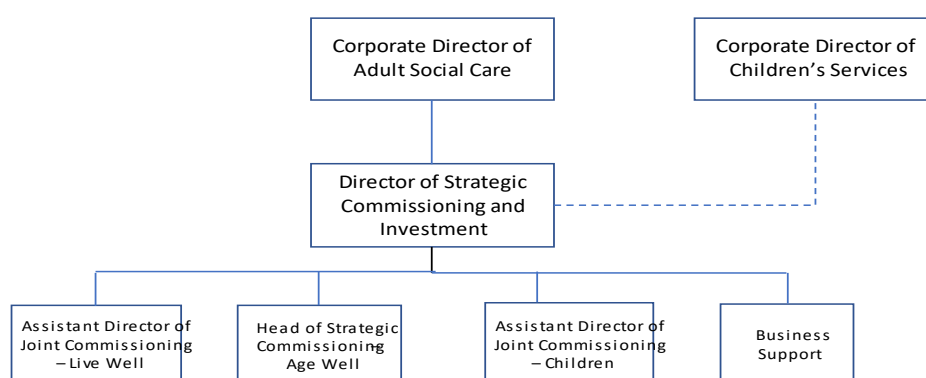
Service area: Adult Social Care and Children's Services

Grade: CO2

Reports to: Director of Adult Social Care (DASS), (with responsibility to Director of Children's Services for relevant commissioning & investment activity)

Your team: 4 direct reports, 20 employees

Number of supervisees: 4 direct reports



Our ambition

Is to create a more equal Islington, where everyone who lives here has an equal chance to thrive

We also have an ambitious goal – to be the best council in the country – with every employee clear about the part they play and inspired, focused and supported to give their very best.

We want to build an organisation where employees feel valued, inspired and empowered to help us achieve our goals and provide the best services possible to our residents.

Our values and behaviours

'Be Islington' is about setting a clear challenge about what it means to be an Islington employee and sets the standard for every new recruit.

We ask our employees to 'Be Islington' – playing their part in working together for a fairer borough and to always be collaborative, be ambitious, be resourceful, and be empowering ('CARE').

Our commitment to challenging inequality

We are committed to tackling inequality, racism and injustice and creating a fairer borough for all. In order to do this, we need to set the example by being a fair employer and creating a workplace environment, which is free from discrimination, racism and inequality. Our approach needs to be proactive, consistently learning to create a fairer workplace and foster a culture, which empowers all staff to challenge inequality.

Fairness is at the heart of what we do. We want to celebrate and embrace our differences by:

- Ensuring our workforce is representative of the people we work on behalf of, our residents
- Creating equitable working environments and diverse teams
- Understanding our residents in order to design and deliver services that help tackle inequality and improve life chances for our residents
- Getting to know people and their differences
- Interpreting issues and concerns from a cultural perspective and address situations or problems from the points-of-view of multiple cultures
- Supporting people with long-term health conditions and/or disabilities
- Recognising the value of flexible working to support staff where possible

Background and Context

Strategic Commissioning & Investment Team will:

- Develop a new model and ways of working that puts people at the centre and addresses inequalities
- Tackle the conundrum of increasing demand versus diminishing resources versus limited supply
- Ensure clear, shared priorities across Adult Social Care, and Children's Health commissioning
- Ensure the council's interests and partnership commissioning is well represented in the Integrated Care Board with our health partners
- Ensure we have staff resources with the skills to effectively analyse, plan, do, review across an integrated system
- Ensure every Islington £ helps improve outcomes for Islington residents

The Strategic Commissioning & Investment Team will be responsible working on behalf of the council to develop:

- A shared strategic ambition for helping people in Islington to Start, Live and Age Well – a positive approach to fostering wellbeing through early intervention and prevention, a strong link to the wider determinants of health and wellbeing including housing and employment, strengths-based approaches, strong community networks and integration across health and care

- Integrated Strategic Commissioning and Investment Plans that reflect the ambition of the council and recognise the changing role of commissioning in the wider Integrated Care Board
- Collective use of resource in line with our Commissioning Plans – creating shared delivery models, expanding pooled budgets, to drive integration and better outcomes for residents
- A centre of skills and expertise to undertake commissioning functions including needs analysis and co-production, strategy development, provider development (ensuring a continuing role for a vibrant VCS), procurement, programme management, learning and evaluation

This post is key in driving this vision forward.

Key responsibilities

Primary Job Function:

We place high importance on strategic leadership and management and leadership skills. The person appointed will make a key contribution to the leadership and direction of the council and the Integrated Care Board at Place level.

We are looking for someone who has achieved significant success and can apply fresh thinking and new ideas to Islington, challenging the status quo and drive forward strategy and commissioning across Children's Health Services and Adult Social Care as well as working in partnership with the wider Council and health services.

For us leadership involves balancing the development and the driving of strategy and change with keeping an eye on the detail in order to drive performance improvement. We are looking for someone who can achieve this balance as well as create a positive, development culture for staff.

We're looking for someone who is setting their sights high. We want only the best for Islington and you will play a key role in ensuring that Islington Council continuously improves, delivers its key change programmes and provides first class services to the people of the borough.

You need to be a strong collaborator with experience of working with colleagues and partners to make a strategic contribution. You should be able to evidence your ability to gain the trust and support of leading Councillors, partners and senior managers.

This is a critical role in enabling the Council to deliver statutory duties and responsibilities and to work seamlessly across the directorates to improve outcomes for residents that recognises the uniqueness of every individual's experience. This role will work with Councillors and senior managers to set the agenda and make best use of the available resources to support the most vulnerable in Islington to have fair and equal access to care and support that enables them to live healthy, fulfilling and independent lives.

Duties

- To act as the lead and advocate for the Integrated Care Partnership at Place level in all matters relating to strategy and commissioning, promoting collaboration and sharing of best practice among commissioners.
- To be accountable to the Director of Adult Social Services for assessing local needs and ensuring availability, stability and delivery of a full range of adult social care services that promote and support the vision and principles of the department and council.
- To be accountable to the Director of Children's Services for commissioning of children's health including CAMHS, therapy and services for disabled children as part of our arrangements with the health system, as well as Young Islington, overseeing standards of commissioning across SEND and Social Care.
- To ensure prevention, early intervention and resilience are prominent the Council's leadership of systemic and partnership work to improve outcomes especially for vulnerable residents.
- To provide strategic leadership to ensure that commissioning positively supports the values and objectives of Islington Council.
- To provide leadership to for establishing new common delivery models and ways of working that promote an integrated or aligned approach to achieve accountable care which may include pooled budgets, lead commissioning, joint commissioning, alliance contracts and memoranda of understanding.
- To effectively manage and be accountable for service budget commissioning budgets and pooled budgets of circa £26m. Ensure there are clear and robust financial frameworks in place for the Section 75 agreements with appropriate partner financial oversight
- To work within the wider context of the new NCL Integrated Care Board and Children's Trust Board promoting and ensuring successful delivery of the ambitions of the council in relation to tackling health inequality in Islington
- To contribute to the development of the medium-term and longer-term system financial strategy, ensure that remedial action plans are in place and identify variances which could compromise any statutory financial obligations.

- Maintain an oversight of all services (inc. jointly commissioned) are effectively managed and quality assured so that partners' individual statutory responsibilities are met and appropriate recovery planning processes are in place where necessary.
- To maintain effective governance arrangements to support commissioning in line with the statutory responsibilities and obligations of partners and with the agreed schemes of delegation from the statutory organisations and to keep the governance arrangements under review, identifying where changes may need to be made to local operating models.
- To lead the development of service strategies and best practice in commissioning, and building on synergies across the partnership to improve health, wellbeing and independence for local people.
- To provide strategic leadership role for planning, delivery and implementation recommendations of statutory inspections (Ofsted, CQC, HMIP etc.) across the directorates and partnership as required.
- To advise and support members and work collaboratively with colleagues across the Council and through organisations like ADASS and ADCS to ensure excellent services for people in Islington.
- To listen and co-produce with residents and promote a positive image of Islington with partner organisations and statutory and other non-statutory bodies.
- To influence and work collaboratively with statutory and non-statutory partners and ensure compliance with all relevant statutory requirements.
- To provide effective programme and project leadership to ensure that cross-cutting and corporate programmes achieve desired outcomes and savings.
- To ensure all commissioned services are achieving high standards in safeguarding and that vulnerable adults, children and young people are safe.
- Accountable for raising commissioning quality standards and practice through monitoring, auditing and reporting to achieve continuous learning and practice improvement. Implement changes and continually evaluate services to improve the area of work, while maintaining continuous delivery of the highest possible levels of service quality.
- To lead on the delivery of management and performance information in line with the Council's best practice and ensuring compliance with statutory and non-statutory agencies for the delivery of information as required.
- To be responsible for commissioning including needs assessment, market understanding and ensuring quality and value for money from contracts.
- To ensure that ICT is used effectively to improve efficiency, access to services and choice for users and carers.

- To manage and motivate staff to deliver the performance plans, by creating and maintaining an organisational culture that empowers and involves employees to deliver work to a high standard.
- Provides inspirational and constructive leadership across the Fairer Together Partnership and Council and create the conditions for a high performance, strength based operating model and culture, encouraging innovation and smart working
- To ensure that conditions exist for staff to grow and develop in a confident learning environment and promote and undertake all duties in line with the Council's "Dignity for All" policy.
- To meet the requirements of the Council's Health and Safety Policy.
- Any other duties which may be required consistent with the remit of the post.

Leadership

As a member of the council's management team, to contribute proactively to the collective leadership for the council, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council's objectives and priorities.

To drive positive cultural change, embodying and promoting the values and behaviours of the council and empowering staff to reach their full potential. Ensure that the performance and development framework is effective for all staff.

To lead on and ensure the effective implementation of corporate initiatives and transformation programmes that cut across the whole or part of the council's activities.

Resources and Financial management

Ensure effective Financial Management, cost controls and income maximisation in an ever-changing environment, fluctuating demands and priorities. Ensure resources are well managed and effectively deployed to the best possible effects assuring value for money in all activities.

Compliance

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

Budget responsibilities

Circa £26m

Person specification

You should demonstrate on your application form how you meet the essential criteria. Please ensure that you address each of the criteria as this will be assessed to determine your suitability for the post.

Essential criteria

Qualifications

Essential criteria	Criteria description	Assessed by
1	A relevant professional qualification.	Application/Interview

Experience

Essential criteria	Criteria description	Assessed by
2	A substantial track record of success at senior management level, of transformational change in a comparable, accountable and customer facing organisation through partnership working with the public, voluntary and private sector organisations.	Application/Interview/Test
3	A record of achieving successful outcomes in a political environment, providing clear, balanced advice and guidance on strategic and operational issues.	Application/Interview/Test
4	Demonstrable success in performance management, organisational change and project management.	Application/Interview/Test
5	A successful record of leading, motivating and managing a team of senior staff, to achieve continuous improvement.	Application/Interview/Test
6	Demonstrable experience of joint work with the NHS.	Application/Interview/Test
7	Have significant experience and a proven track record of achievement in leading, managing and commissioning health and/or social care-focused services and activities	Application/Interview/Test

Skills

Essential criteria	Criteria description	Assessed by
7	Ability to work collaboratively within Management Teams, across the Council and with partners and stakeholders, to secure a shared and strategic approach and take joint responsibility for decisions as appropriate.	Application/Interview/Test
8	Proven ability in brokering and leading complex, high level partnerships	Application/Interview/Test
9	Ability to manage and plan budgets, including the revenue and capital, to ensure that services can grow and are provided efficiently.	Application/Interview/Test
10	Ability to develop and implement effective systems of performance management and measurement.	Application/Interview/Test
11	Well-developed leadership skills that command respect, encourage commitment from others and promote a positive culture.	Interview/Test
12	Ability to lead staff, colleagues and partners through a comprehensive change programme.	Interview/Test
13	Ability to work collaboratively with NHS partners and represent Islington Council in work with Integrated Care Board.	Application/Interview/Test
14	Ability to build capacity and trust in the voluntary sector, and ensure users, carers and their advocates are empowered to lead change.	Application/Interview/Test
15	Clear, simple, effective communication skills in a variety of media.	Application/Interview/Test
16	Highly resilient under pressure, enthusiastic, sensitive, with good judgement and high standards of integrity.	Application/Interview/Test
17	Ability to promote creative and innovative solutions, including the use of information and communication technology within the Council and among partners.	Application/Interview/Test
18	Ability to research, forecast trends and developments, organise and communicate persuasively, both verbally and in writing, with Members, local residents and other organisations.	Application/Interview/Test

Special requirements of the post

Essential criteria	Criteria description	Assessed by
	This role will require you to obtain a Standard satisfactory clearance from the Disclosure and Barring Service.	N/A
	This post is subject to the council's policy on pecuniary and personal interest.	N/A
	This post is designated as politically restricted.	N/A

Our accreditations

Our accreditations include: the Healthy Workplace award, Timewise, London Living Wage Employer, Disability Confident Committed, The Mayor's Good Work Standard, Stonewall Diversity Champion, and Time to Change.

