

Role profile



Corporate Director – Housing, Care and Wellbeing

Grade: Director

Salary: £133,000 - £160,000

Directorate: Housing, Care & Wellbeing

Reports to: Chief Executive

Job Summary

The Housing, Care and Wellbeing directorate brings together services for adults with the provision of suitable housing across the city. As Corporate Director of the service you will form part of the Corporate Leadership Team. You will lead the overall direction and continuous improvement of the council to ensure the effective provision of services and the delivery of priorities as set out by members and in the Council Plan.

You will lead and manage a directorate management team made up of:

- Director of Public Health
- Assistant Director - Commissioning and Partnerships
- Assistant Director - Housing Management
- Assistant Director - Housing Needs and Supply
- Assistant Director - Operations
- Assistant Director - Resources, Safeguarding and Performance
- Director - Integrated Service Provision

Our leadership values

Ambitious with your work

You deliver great services and have ambition broader than your own area of work. You demand high performance of yourself and teams and contribute to wider organisational priorities. You create inclusive cultures, challenging others when needed, and use difference within the service to innovate and improve delivery.

True to your word

You are a trustworthy leader. Others know you will always follow through if you say you will deliver on something, and you have honest conversations about what is realistic, influencing and negotiating what is reasonable. You deliver with integrity and care.

Emotionally intelligent

You lead compassionately and openly, are aware of your privilege and fragility and proactively seek to understand before seeking to be understood. You value, enable, empower, coach, and build up those around you creating a culture of belonging. You embrace complexity and non-binary thinking, are culturally sensitive, aware and responsive.



Our People Promise
**Recognising and
rewarding great work**



Our People Promise
**Opportunities
to do your best**



Our People Promise
**A fair and inclusive
place to work**



Our People Promise
**Supporting your
wellbeing at work**



Our People Promise
**Working together
for the city**

What you will be doing – your corporate contribution

- Provide effective corporate and collaborative leadership and role model a One Council approach
- Undertake the role of strategic advisor to lead members and support the Chief Executive
- Lead on cross cutting change and transformation, including using data and digital to deliver better outcomes
- Proactively eliminate all forms of discrimination and unfairness in the council and the city
- Lead, motivate and inspire the council's staff to do their best
- Lead beyond the organisation itself, ensuring the Council develops and maintains relationships with partners
- Provide sound and corporately led performance management and governance
- Ensure effective financial management, cost controls and income maximisation in an everchanging environment
- Lead the delivery of the directorate's Health & Safety plan
- Uphold the Nolan Principles and provide role modelling and leadership to ensure the organisation meets the ethical standards expected of public office holders.

What you will be doing – your specific accountabilities

- Champion the role of the Council as a major force for improving the health and wellbeing of people living within its area and reducing the health inequalities identified between them.
- Carry out (or appropriately delegate) the statutory functions of the Director of Adult Social Services
- Lead the integration of public health, adult social care and NHS commissioned services
- Ensure that a whole systems approach is taken to meeting the needs of individuals with care needs
- Ensure a collaborative approach is adopted regarding services responsible for children's safeguarding and housing
- Manage cultural change across the social care system
- Provide strategic leadership and direction across our in house and commissioned services
- Ensure the allocation of the Council's housing stock supports residents who need it most, tackles inequality and disadvantage and is allocated in an effective, equitable and transparent way.
- Ensure the effective management and delivery of council owned and managed social housing
- Ensure there is an effective strategy for the housing private sector
- Ensure the delivery of a participative tenant engagement strategy
- Ensure the compassionate delivery of an effective strategy to tackle homelessness and rough sleeping and provide integrated services
- Work collaboratively to bring about the regeneration of the city delivering greater access to decent, quality affordable housing.
- Work in partnership across the council and other local partners to provide leadership and strategic direction in relation to joint needs assessments to address both social care and housing
- Lead on the improvement of standards in both housing and social care services, ensuring a robust and accountable framework for adult safeguarding and addressing customer satisfaction.

The most important things about you

- ✓ You will lead teams compassionately, actively role modelling our values, including demonstrating kindness in seeking to understand the lived experience of our residents.
- ✓ You will have a strong track record of success in a leadership position incl. experience at executive level in a Local Authority
- ✓ You will bring substantial knowledge related to adult safeguarding
- ✓ You will bring substantial knowledge of delivering effective housing services, and an understanding of the challenges associated with the delivery of accessible, affordable and high-quality homes.
- ✓ You will have successful experience of delivering services collaboratively across a wide range of services
- ✓ You will demonstrate substantial knowledge and experience of integrated commissioning
- ✓ You will demonstrate experience of multi-agency strategies in a wide range of place partnerships, putting vulnerable people, carers, and communities at the centre
- ✓ You will show experience leading a range of services, with detailed knowledge of how housing policy can improve health and wellbeing across the community.
- ✓ You will have an excellent understanding of the political context and financial challenges facing local government in Brighton & Hove and nationally
- ✓ You will have demonstrable success in the modernisation and transformation of large complex services
- ✓ You will demonstrate a record of success in championing equity, equality, diversity, and inclusion, and in proactively addressing systematic inequality and discrimination
- ✓ You have evidence of providing sound professional advice to political leaders, and building effective working relationships in complex political environments
- ✓ You can offer substantial experience of relationship building with a diverse range of stakeholders to maximise benefits for the city and the Council.
- ✓ You can show a track record of successful resource management in a complex/political organisation.
- ✓ You are a strong and credible leader who enables others to do their best, builds effective teams and creates an environment that delivers better outcomes for residents.
- ✓ You can demonstrate sensitivity to people's diverse individual requirements,