

**Job Title: Executive Director, Adult Social Care and Health**

**Reports to:** Managing Director

**Grade:** B03

**Job Context:**

Are you ready to make a meaningful impact on one of the most critical periods of Birmingham City Council's future? In a city facing unprecedented financial challenges, Birmingham City Council is seeking dynamic individuals who demonstrate the expertise, determination, and unwavering resilience required to ensure the delivery of vital services to our citizens.

Our city, like many others, is grappling with complex economic realities. We recognise the daunting hurdles ahead, but we also firmly believe in the potential for transformation and progress. The economic pressures underscore the urgency of our mission – to safeguard and enhance the wellbeing of our residents.

The city council needs to remain agile and transformational to meet the needs of its citizens, local communities and government imperatives. For one of the largest local authorities in Europe, employing some 10,000 people, change is the norm and service delivery is critical.

**Our Leadership and Organisational guiding principles:**

*We are helpful*

- **Collaborate across teams:** Build trusted partnerships, working collaboratively with others to meet shared objectives
- **Value Diversity:** Recognises the value that different perspectives and experiences bring to an organisation
- **Resilient:** Rebounds from setbacks and adversity when facing difficult situations.

*We are Open Minded*

- **Enable others:** Build strong-identity teams that apply their diverse skills and perspectives to achieve common goals.
- **Create opportunities:** Developing people to meet both their career goals and the organisational goals.
- **Adaptable:** Adapts approach and demeanour in real time to match the shifting demands of different situations; even when the way forward is not clear.

*We Drive Positive Outcomes*

- **Create a vision:** Paint a compelling picture of the vision and strategy that motivates others to action.
- **Focused on results:** Consistently achieve positive outcomes, even under tough circumstances.
- **Personally accountable:** Holding yourself and others accountable to meet commitment

**Job Purpose:**

The Executive Director, Adult Social Care and Health discharges the statutory obligations of Adult Social Services and Public Health.

This role identifies, leads and commissions strategies to deliver the Council's and Government's vision for the provision of Social Care to Adults and Public Health to ensure that the needs of Birmingham city, and its communities, are achieved.

The role will, through inspiring the wider directorate, identify, drive and secure opportunities to improve and transform services. As the pace of improvement needs to be rapid and sustainable the portfolio may change over time, so adaptability and focus on delivery are a critical feature of this role.

It is fundamental that this role ensures that adults' safeguarding is an organisational and universal priority, through effective performance monitoring and management within the directorate and through wider engagement and governance across Birmingham City Council.

**Strategic responsibilities:**

1. To create and lead the transformation and change for adult social care and public health, ensuring that strategic plans are developed and reflect national best practice and consider the care quality assurance process.
2. Lead on the delivery of all strategic plans to deliver the council's policies and priorities in relation to adults public health.
3. Strategic leadership of partnership working, so that services, where necessary, can be delivered with partners in a way which offer a customer centred approach and value for money.
4. Develop and progress an adult services and health and wellbeing strategy based on the assessment and analysis of the priority needs of Birmingham's population with proven interventions to improve health.
5. To lead the process of responding to individual's needs, complying with statutory responsibilities, building in assessment, review, safeguarding, brokerage, financial assessment, and the allocation of suitable budgets. All while ensuring that this process is based on core principles of personalisation, promotion of independence, and taking an asset based and proportionate problem-solving approach.
6. To ensure that professional practice (especially for social work and occupational therapy but including other professions where relevant) complies with required national standards, that there is access to sound professional supervision, and that this is aligned with overall policies and procedures for adult social care.
7. To give senior management leadership in input to discussions and negotiations with the local integrated care system about service integration and service improvement.
8. To draw up and implement integration plans with NHS provider partners and with NHS commissioners in relation to both adult services and public health.
9. Co-ordinate the delivery of an integrated approach to adult social care and health services throughout the city.
10. Produce an independent annual report on the health of the population, progress on improving health and reducing inequalities and making recommendations.
11. Develop and maintain relationships throughout the council and with other agencies to ensure the delivery of an integrated service to the city.
12. Lead the commissioning and management of the external provision of services to deliver value for money services to the community.
13. Lead and represent the council at internal and external meetings to influence national, regional and local policies, programmes and services.

## **Service Accountabilities:**

1. To provide strategic leadership to ensure that adults' social care and public health positively supports the values and objectives of Birmingham City Council, promoting prevention, early intervention and resilience to improve outcomes for local people, promote health, wellbeing and independence and reduce dependency on public services.
2. To lead the development of service strategies and best practice in commissioning and building on synergies across the Council and the NHS to improve health, wellbeing and independence for local people.
3. To act as the Directorate and Council lead and advocate in all matters relating to adult social care and public health: strategy, commissioning, operations and transformation.
4. To advise and support members and work collaboratively with colleagues across the Council to ensure excellent social care and public health services in Birmingham.
5. To lead, inspire and transform adult social care and public health into a consistently high performing, strengths-based service which has continuous improvement at its core. To listen and respond to citizens, service users and experts by experience and promote a positive image of Birmingham with partner organisations and statutory and other non-statutory bodies.
6. To build strong relationships with colleagues and partners – within the Council, the NHS, the voluntary and community and other relevant services – in the development and implementation of strategies that support independence, choice, control and recovery. To ensure all services, directly delivered or commissioned, are achieving high standards in safeguarding vulnerable adults adhered to.
7. To be the strategic lead for social work and occupational therapy in adults' services, working to develop professional contributions. To be responsible for commissioning for Adults' Social Care and Public Health including needs assessment, market shaping and ensuring quality and value for money from contracts.
8. To lead for the Council on engagement with ADASS, NHS and other professional or expert bodies in the field of adults' social care.
9. Act as the Council's principal policy advisor on Public Health advice and support to Cabinet and Members in translating their political objectives and priorities into coherent initiatives that will deliver the intended outcome for Birmingham.
10. Provide specialist public health advice to commissioners on priorities for health and social care spending and the appropriate configuration of services within and between local authorities. Be responsible for significant delegated financial budgets and resources, including the public health grant, ensuring that they are allocated effectively for the delivery of intended outcomes in a manner which demonstrates value for money and compliance with relevant policies and guidelines.
11. Provide assurance that the Council's business plans are being defined in accordance with governance arrangements, relevant Public Health legislation and statutory requirements in relation to health and health inequalities, and in a manner with which ensures safety and security.

**These duties are neither exclusive nor exhaustive and you may be expected to undertake duties and responsibilities, as directed by the Managing Director.**

## Person Specification

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**Grade**                            **B03**

**Requirements**                Evidenced by: **a:** application form **b:** test **c:** interview

### Knowledge and Experience

<b>Technical</b>	<b>a</b>	<b>b</b>	<b>c</b>
A relevant professional qualification or equivalent, with evidence of continuous professional development.	✓		✓
A thorough understanding of the statutory and regulatory framework which guides local government/ the public sector.	✓		✓
Experience of working at a senior level, with partners, to deliver high quality and outcome focussed adult social care services.	✓		✓
Experience of leading significant programmes of corporate and transformational change which had major impact on staff and processes and achieved significant budget savings.	✓		✓
Experience delivering best value through innovative, integrated, client and community focused service provision whilst promoting equal opportunities.	✓		✓
Experience in developing effective working relationships with diverse stakeholders and operating and negotiating with outside agencies	✓		✓
Experience of strategic management and achieving sustainable improvements, with the ability to translate strategic objectives into operational plans.	✓		✓
Experience in a senior role with strong strategic financial management in a local authority or equivalent organisation which has faced similar budget cuts, complemented by relevant experience in one or more of the key service areas under the overall management of the post.	✓		✓
Experience of effective budget management at a high level and accountability for strict monitoring and best use of resources.	✓		✓
Experience of applying commercial and business acumen, exploiting new opportunities to achieve output related change and an outward customer facing and community focus. This will include experience of creating new sources of income and securing major funding from public and private sources.	✓		✓