

Bradford Council

Strategic Director Adult
Social Care and Health
(DASS)

March 2026



Welcome

Dear Candidate

Thank you for your interest in joining Bradford Council at such an important moment in our journey.

We are one of the largest and most diverse districts in the country, a place of energy, creativity and strong communities, with over 150 languages spoken and a population that is both young and growing. Alongside this, we are a place of real contrast: facing significant challenges, including deprivation and health inequalities, but also rich in cultural assets, heritage and opportunity.

Our ambition is clear. We are determined to shape Bradford as a leading city of the future, confident in our identity, ambitious for our people, and increasingly recognised on a national stage. There is a growing sense of momentum here. Bradford is being talked about in new and exciting ways, and there is real pride in the progress we are making.

Our year as UK City of Culture has been a defining moment for us, not just in changing perceptions, but in accelerating investment, regeneration and opportunity across the district. We are building on that platform to drive long-term, inclusive growth, strengthen our economy and ensure that every community benefits.

Across the Council, we are focused on delivering better outcomes through strong partnership working, system leadership and a relentless drive for improvement. We are also continuing to evolve as an organisation by becoming more innovative, more insight-led and more connected to the people we serve.

Bradford Council – Strategic Director Adult Social Care and Health Candidate Pack

This is a council that is ambitious for itself and for Bradford. We are shifting the narrative, focusing on our strengths and our ability to shape our own future. The roles we are recruiting to are critical to that ambition.

Working in Bradford requires creativity, collaboration and a willingness to think differently. In return, it offers the opportunity to make a real impact at scale, in a place that is proud, distinctive and firmly on the rise.

If you share our ambition and want to play a leading role in Bradford's future, we would be delighted to hear from you.

Lorraine O'Donnell

Chief Executive
City of Bradford Metropolitan District Council



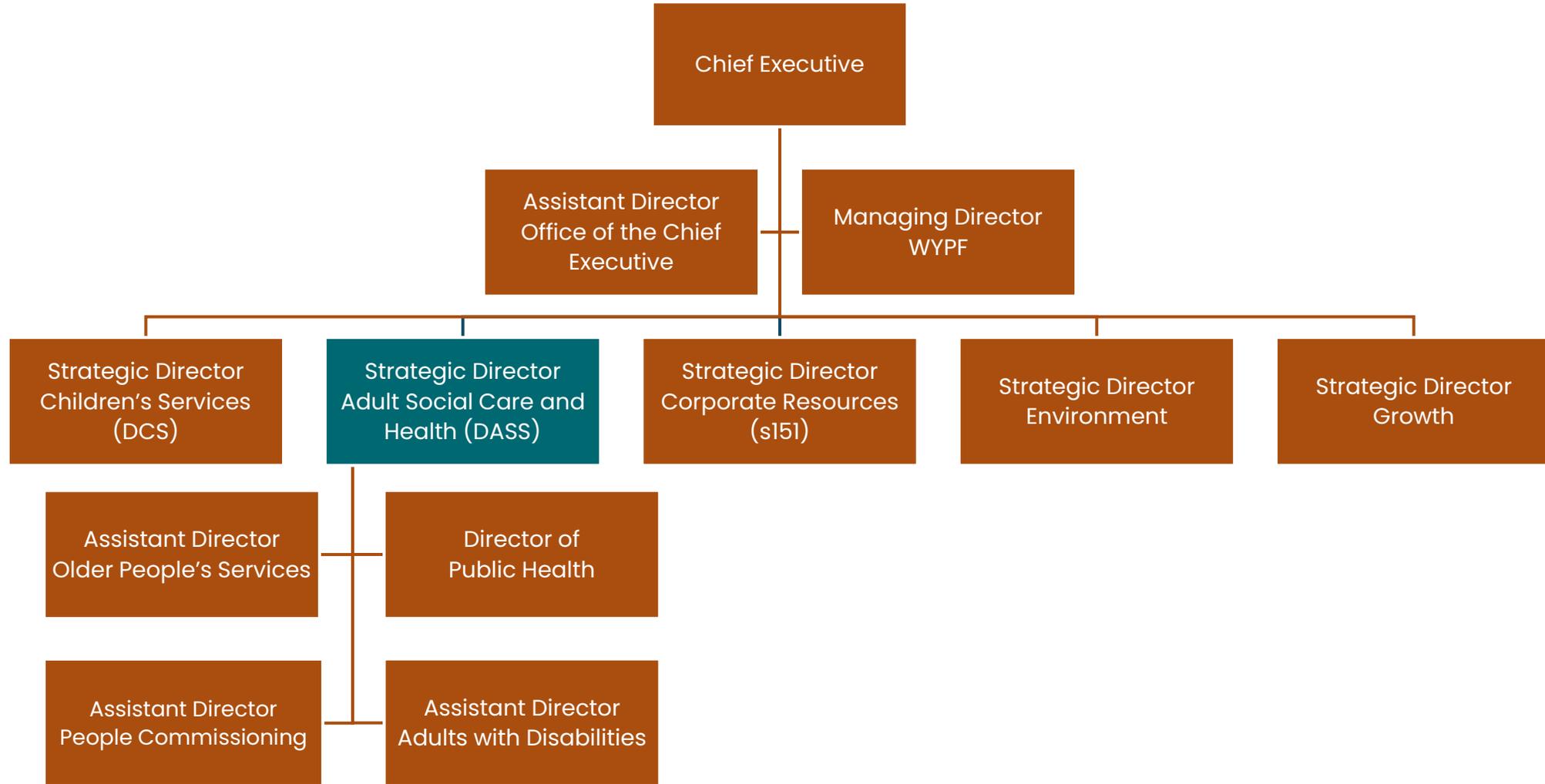
About us

Bradford is a district of ambition, resilience and remarkable diversity. With a population that is young, dynamic and culturally rich, the district presents both opportunities and challenges that require bold, forward-thinking leadership. Over recent years, Bradford has invested in transforming health and social care, building stronger partnerships across the NHS, local services and community organisations. Our ambition is to ensure that residents of all ages have access to high-quality care and support and that services are designed around people, families and communities.

This is a district proud of its achievements, from nationally recognised programmes like Born in Bradford to a growing focus on integrated, outcomes-focused services, and determined to seize the momentum created by major regeneration and cultural initiatives. Joining us at this time offers the chance to be part of a leadership team shaping the future of health and social care in a district that is truly on the rise.



Management Structure



Job description

Job title: Strategic Director: Adult Social Care and Health

Directorate: Adult Social Care and Health

Reports to: Chief Executive

Role Purpose

- To fulfil the statutory responsibilities of the Director of Adult Social Services as set out in the guidance issued by the Department of Health.
- Deliver on our commitment to strengthen the connections between health and social care, to enhance the wellbeing of our residents and ensure greater independence and choice for all.
- Build, nurture and sustain effective multi-agency partnerships ensuring the delivery of needs-led integrated, joined-up, fit for purpose and responsive services.

Dimensions of Role

- Member of the Council's Management Team
- Manage a gross budget of £250m+
- Responsibility for a workforce of c.1420

Corporate Responsibilities

- Contribute to the strategic leadership of the Council by establishing, leading, developing and implementing effective strategies and plans that will deliver the Council's priority outcomes.
- Create, encourage and role model a culture of achievement and service excellence through efficiency and continuous improvement.
- Inform, support and advise Elected Members so that they can fulfil their executive, scrutiny and representational responsibilities.
- Design and implement service delivery standards and performance criteria and develop and mature key performance data.
- Champion employee engagement and experience ensuring Bradford Council is a great place to work and has an inclusive culture in which all staff have a voice and are supported in achieving their potential.
- Ensure effective, efficient and sustainable use and management of resources in accordance with Council Standing Orders and Financial Regulations.
- Ensure all decisions are based on sound risk management principles which comply with Council procedures and processes within its financial, legal, ethical and statutory frameworks.
- Take collective responsibility for the delivery of the Council's transformation programmes.



Main responsibilities

- Build an effective relationship with the Lead Member for Adult Services ensuring that the needs of all adults, including the most disadvantaged and vulnerable, are addressed.
- Pro-actively support and advocate for the voice of adults, older people, adults with learning disabilities, adults with mental health needs and transition to adulthood.
- Ensure that the Council's statutory responsibilities are commissioned and delivered with high quality, personalised care and social work services. Including: accountability for assessing local needs, leading the implementation of standards, and promoting local access and ownership.
- Lead the management, development, performance and continuous improvement of all service activities including those for adults, older people, adults with learning disabilities, adults with mental health needs and transition to adulthood.
- Promote best practice in integrated Health and Social Care services, drawing on local, national and international knowledge and research.
- Work collaboratively with Council partners to promote health, independence and wellbeing, early intervention and prevention, access to universal services and joined up support for service users.

Knowledge / Experience

- A professional, academic or management qualification or relevant professional experience.
- Successful track record at a senior management level of achieving improved outcomes in a comparable organisational context and environment.
- Understanding of the legal, financial and political workings of local government and current best practice on tackling the kind of challenges that face local government services.
- Extensive experience of working collaboratively in order to drive forward new and innovative approaches to both service development and delivery across all areas.
- Extensive experience of successful financial management including budget formulation, financial planning, monitoring and control, within tight financial limits in a complex organisation.
- Ability to develop rapport and work effectively with a diverse range of people, consulting with, listening to and understanding varying needs.
- Ability to form sound, evidence-based judgments, find solutions to complex issues and problems, assessing risks and taking responsibility.

Terms of appointment

Salary

The salary band for this role is £159,862 to £167,495 per annum on a full-time permanent basis.

Location

The Council's main offices are located at City Hall, Centenary Square, BD1 1HY. All our staff can request flexible working such as a change of hours or working pattern.

Leave

Various types of leave are available to staff depending on the circumstances including Maternity Leave, Paternity Leave, Shared Parental Leave, Adoption Leave and Fostering Leave. We also offer a generous amount of annual leave which can increase after 5 years service.

Pension

When you commence employment with the Council, you will immediately become a member of the West Yorkshire Pension Fund. Under current regulations it is possible to opt out within the first three months.

Other Benefits

We also offer a wide range of other benefits including an Annual Travel Card, Cycle to Work Scheme and Employee Health and Wellbeing Service. Click [here](#) to see what else is available.



How to apply

We hope you will consider making an application. To make an application, please visit the [Starfish Website here](#) and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

City of Bradford Metropolitan District Council is an equal opportunities employer with certified Disability Confident status. As such, we are committed to making any necessary reasonable adjustments to remove barriers for candidates. To assist us, please clearly state which adjustments you may require in your application. Should you wish to submit your application under the Disability Confident Scheme, please indicate this in the appropriate field in the application portal.

Key Dates

Closing Date for Applications Sunday 26th April 2026

Longlisting 29th April 2026

Technical Interviews w/c 4th May 2026

Shortlisting 14th May 2026

Final Panel w/c 25th May 2026

