

Job Profile – Strategic Director Adult Social Care and Health (SD1)

Department: Adult Social Care
Responsible to: Chief Executive
Responsible for: Adult Social Care and Health

Job 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.

Corporate responsibilities

1. 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.
2. Create, encourage and role model a culture of achievement and service excellence through efficiency and continuous improvement.
3. Inform, support and advise Elected Members so that they can fulfil their executive, scrutiny and representational responsibilities.
4. Design and implement service delivery standards and performance criteria and develop and mature key performance data.
5. 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.
6. Ensure effective, efficient and sustainable use and management of resources in accordance with Council Standing Orders and Financial Regulations.

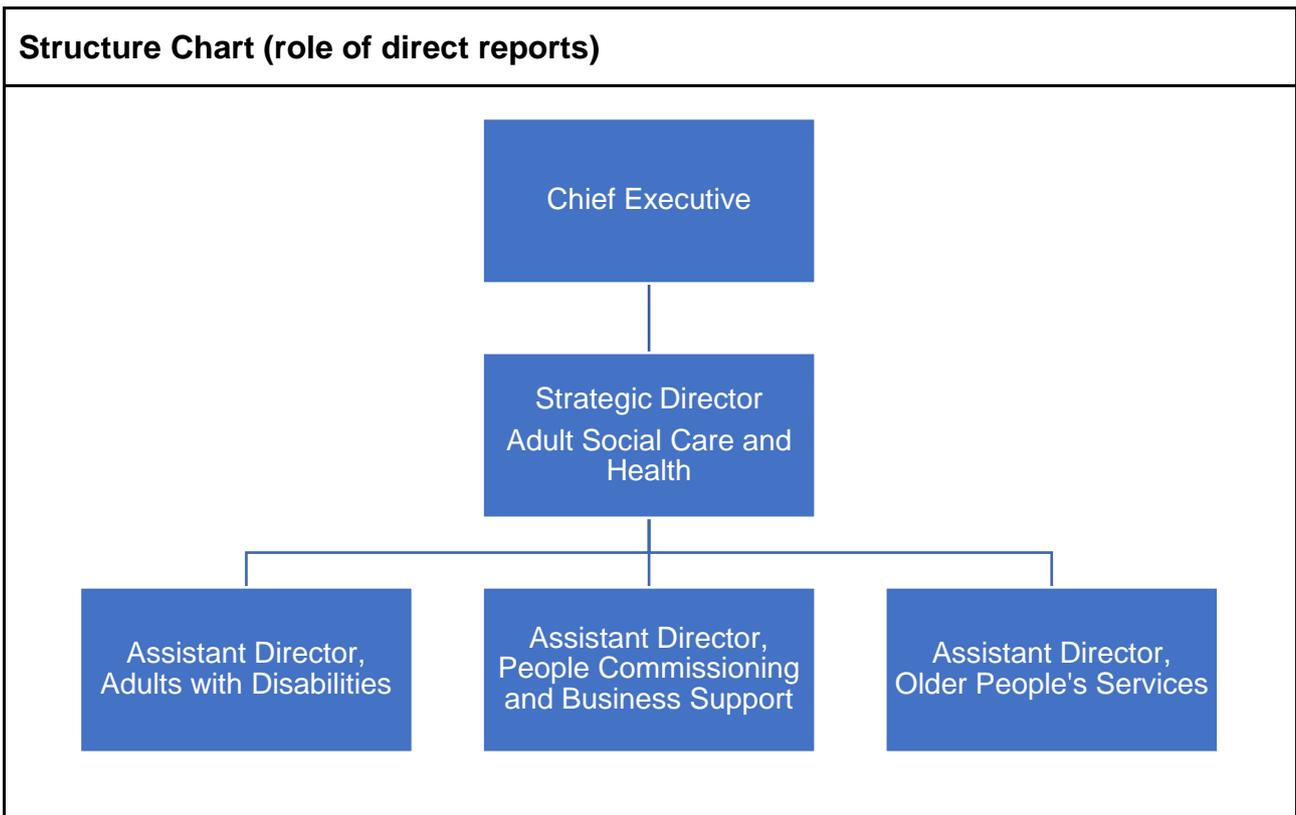
7. Ensure all decisions are based on sound risk management principles which comply with Council procedures and processes within its financial, legal, ethical and statutory frameworks.
 8. Take collective responsibility for the delivery of the Council's transformation programmes.
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Department focused responsibilities

1. 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.
2. 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.
3. 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 and ensuring availability and delivery of a full range of adult services
 - Leading the implementation of standards
 - Managing cultural change to deliver personalised services to people who use services and family carers
 - Promoting local access and ownership and driving partnership working
 - Delivering an integrated whole systems approach to supporting communities; and
 - Promoting social inclusion and welfare
4. Responsible for leading 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.
5. Promote best practice in integrated Health and Social Care services, drawing on local, national and international knowledge and research.
6. 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; for example, information and advice, housing, employment and skills, financial inclusion, public health services transition to adulthood.
7. Work with the Environment Partnership to further the District Wide Environmental Strategy and influence its implementation.
8. Meet the demands of environmental health legislation including enforcement of statutory nuisances, food hygiene, communicable diseases, health and safety.
9. Ensure that enforcement and regulatory services develop a Council Wide Enforcement Policy and protocol for all environmental services within the Council

10. Provide the necessary strategic leadership for the development and implementation of any improvement plans, ensuring clear and measurable milestones are identified and delivered.
11. Provide clear leadership to the department workforce that promotes their development and provides a framework through which first class performance is the norm and innovation and improvement is a fundamental part of the culture.
12. Learning through Covid-19 and other local and national events, ensure that effective disaster plans and business continuity arrangements are in place and constantly reviewed to take into account a range of events.

Dimensions of role (direct/ indirect as applicable) e.g. total number of staff managed/ total budget/ total scope of role
<ul style="list-style-type: none"> • Member of the Council's Management Team • Manage a gross budget of £250m+ • Responsibility for a workforce of c1420



Person specification – Strategic Director Adult Social Care and Health

<p>Qualifications</p>	<p>A professional, academic or management qualification or relevant professional experience</p> <p>Evidence of sustained personal and professional development</p>
<p>Knowledge and experience</p>	<p>Successful track record at a senior management level of achieving improved outcomes in a comparable organisational context and environment</p> <p>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</p> <p>Extensive experience of working collaboratively in order to drive forward new and innovative approaches to both service development and delivery across all areas</p> <p>Extensive experience of successful financial management including budget formulation, financial planning, monitoring and control, within tight financial limits in a complex organisation</p> <p>Tangible evidence of guiding, motivating and developing people, to achieve high performance</p> <p>A track record of promoting and delivering positive solutions to achieve diversity, equality of opportunity and preventing discrimination</p>
<p>Skills</p>	<p>Ability to develop rapport and work effectively with a diverse range of people, consulting with, listening to and understanding varying needs</p> <p>Ability to form sound, evidence-based judgments, find solutions to complex issues and problems, assessing risks and taking responsibility</p> <p>High degree of self-awareness, with the ability to own mistakes and move quickly to develop contingency and / or mitigation strategies</p> <p>Ability to inspire, guide, motivate and develop people, to achieve high performance</p> <p>Ability to listen to and influence others, presenting information and arguments convincingly</p> <p>IT literate and able to manage information systems as necessary</p>

Other requirements	<p>Prepared to take an active role in the District affairs outside usual office hours, including weekends and holiday periods</p> <p>To participate in the Corporate Management Team (CMT) Emergency Duty rota</p> <p>This post is subject to DBS requirements</p> <p>This post is politically restricted</p>
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Completed by:	Kersten England	Date:	20/4/23
Quality checked: (HR)	Kerry Pelkowski	Date:	20/4/23