

Assistant Director – Adult Social Care Improvement

Role Profile

DIRECTORATE:	Adult Social Care & Integration
REPORTS TO:	Corporate Director
SALARY:	£86,537 - £95,898
LOCATION:	West Offices, York and Hybrid working

1 PURPOSE OF THE JOB

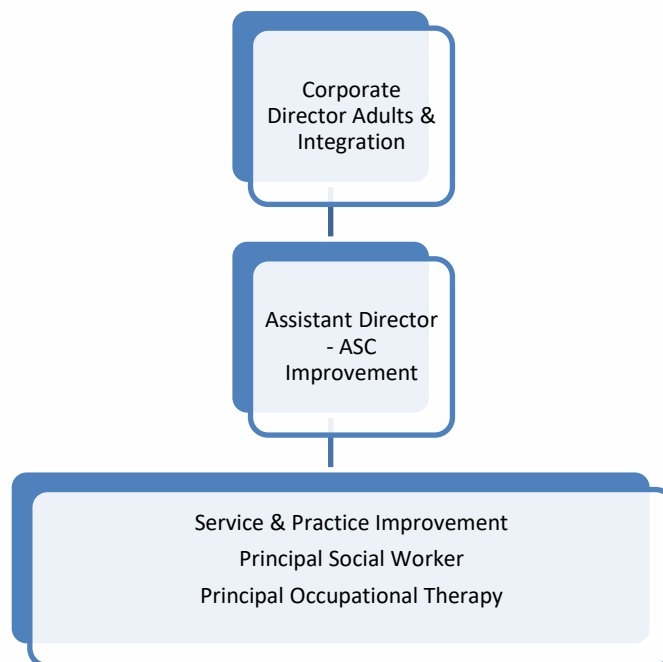
To provide strategic leadership capacity and resilience across Adult Social Care and Health Integration, supporting the Corporate Director and the Director of Finance (corporate transformation lead) and senior leadership team in delivering the Council's statutory duties, strategic priorities, and operational improvements. Provide leadership to support effective change through strong collaboration with all key stakeholders at pace.

This post will be the organisational lead for the Council's Adult Social Care outcome led transformation and improvement programme, as part of corporate transformation. The Programme has been developed in the context of significant challenges - including increased demand and cost pressures in relation to Adult Social Care; the need for continuous improvement and to provide assurance under a new assessment regime; and to also identify and capitalise on opportunities faced across the City, and is seeking to ensure that CYC delivers the best possible services within a reducing core budget.

The postholder will lead the development of the programme and ensure delivery of agreed benefits and financial requirements, through the evaluation and reporting of progress, and effective resource allocation. It will have lead responsibility for practice development, with the need for strong focus on developing a culture of performance management and quality assurance across Adult Social Care.

The role will encourage and facilitate engagement with the workforce and other stakeholders in line with CYC values and behaviours across City of York. The postholder will be expected to lead, shape and drive major change through a disciplined approach to Programme Management and delivery. They will also need to be highly skilled at supporting others to effect change through understanding and applying appropriate organisational development initiatives.

2 STRUCTURE



There will be matrix management arrangement around improvement and transformation programmes.

3 PRINCIPAL ACCOUNTABILITIES

- Provide strategic leadership in identifying and delivering wider integration opportunities across the adult social care sector, locally, regionally and nationally, fostering strong partnerships that improve outcomes for residents and support sustainable service transformation.
- The post reports to the Corporate Director, Adults Social Care & Integration and the Director of Finance.
- The postholder will be expected to operate confidently with a broad range of accountabilities and relationships alongside the immediate reporting to the Corporate Director of Adult Social Care & Integration and the Director of Finance, including Executive and other Members, the Chief Executive, the Chief Transformation Officer, people who use services, partner organisations and colleagues across ASC and the wider Council.
- Contribute to the delivery of the council's statutory requirements for adult social care. Lead the delivery of the Adult Social Care Improvement Programme working with managers and practitioners to embed a culture of improvement.

- Work collaboratively with a range of colleagues and both internal and external stakeholders to lead the redesign and development of innovative delivery models that improve positive outcomes and increases efficiency. This is expected to consider services wider than the Adult Social Care directorate and include Public Health, Housing and Children's Services.
- The post will provide the secretariat and board support to the ASC Improvement Board, which is a joint body between CYC, the DHSC and the Local Government Association, chaired by the Leader of the Council.
- Identify trends and developments in Adult Services, anticipate future issues, promote innovative and creative new approaches. Positively challenge current thinking and ways of working, to deliver an outstanding experience for staff and service users.
- Responsible for ensuring the major change programme aligns with the Council and Adult Social Care Strategic Plan, legislative and regulatory requirements, sector best practice, and is supported by appropriate governance arrangements and established partnerships.
- Work with Heads of Service, Service Managers and Team Managers in Adults Services and programme managers within a cycle of review, improve and embed, across areas of practice and service development with a focus on the impact of practice and outcomes for people. Inspire, motivate and develop functional leaders and staff to design and implement new ways of working that will support the creation of an innovative, compassionate, learning culture where staff can perform at their best and deliver excellent services.
- Work with colleagues across the Council to ensure that Adult Social Care improvement and transformation is integral to the Council's wider change programme, including key links with Customer, Digital, Workforce, Neighbourhoods, Children's Services and Housing transformation programmes.
- Promote accessible and inclusive asset-based community development alongside strengths-based approaches, to prevent, reduce, delay and manage the need for formal service solutions; and to intervene early, help people access the assets of their communities, connect to networks, build resilience and remain as independent as possible.
- Foster constructive relationships with a range of stakeholders at a local, regional and national level ensuring relevant networks are established to connect to new government initiatives, best practice developments and funding opportunities.
- Enable staff to work collaboratively with stakeholders across directorial and organisational boundaries to co-design inclusive joined-up services that are efficient, effective and meet the requirements of residents and embed co-production.

- Responsible for the planning and delivery of changes within agreed timescales and budgets, ensuring key strategies are aligned and integrated within future plans.
- Co-ordinate and oversee the use of data in driving evidence-based outcome delivery and strategic and operational decision making, in particular with the corporate Business Intelligence Team and all relevant colleagues.
- Lead and manage the Improvement Team(s), including via a matrix management approach, ensuring staff develop and maintain the capability and insight to achieve the goals of the council.
- Deliver the councils duties to protect people of all ages from abuse, neglect and from becoming drawn into terrorist activity and exploitation, through providing leadership to the external partners and ensuring externally commissioned providers and partners are clear on their responsibilities.
- The role is part of the Directorate management team, and the job holder contributes to the strategic and operational management to ensure achievement of both directorate and corporate aims and objectives.
- This role is an Information Asset Owner and must carry out the responsibilities of an Owner as required and set out in the council's 'Information Governance/Data Protection Roles and Responsibilities Rules'.
- Ensure legal compliance is met in all areas of responsibilities.
- As a Chief Officer be responsible for the effective leadership of health and safety within your sphere of influence in accordance with the Councils health and safety policy.
- Ensure that the Council's Equality agenda is implemented effectively in your service areas and to carry out your duties as a senior manager and employee in the Council.
- Take every opportunity within your role to be the best corporate parent you can be to support our Looked After Children and Care Leavers in the City, through ambitious, innovative and creative advocacy.
- The post holder deputises for Corporate Director as required.

4 KNOWLEDGE SKILLS & EXPERIENCE

- Educated to degree level or equivalent.
- The post holder needs significant experience and success in delivering improvement or transformation within an ASC environment.
- The post holder needs to be able to encourage and enable innovation with a clear value base, to think beyond the current arrangements for health and social care with the ability to articulate to the wider system a vision and plan for a more sustainable strengths-based community led model.
- The post holder needs to be able to develop strong relationships and processes to work with people with lived experience and their carers, and ensure services are co-produced to deliver the outcomes that matter to people.
- The post holder must have the ability to develop and deliver strategies to meet organisation objectives in a complex multi-functional organisation. They must be able to interpret complex information to develop plans, set priorities and problem solve. This requires, strong evidenced based decision making the ability to analyse draw conclusions, and management of risk.
- The post holder must be experienced and highly skilled in the management of resources, large and highly complex budgets. As well as the ability to manage budgets, identify efficiencies and deliver value for money, the job holder needs to work with system partners on transformation that creates both sustainability and high quality outcomes.
- The ability to be a system leader within a large department, motivating staff and partners is critical to ensure delivery of results. Outstanding interpersonal skills are needed both for this and also to influence, negotiate and persuade all other key partners both internal and external to overcome real and perceived barriers to change and provide confidence when leading people through change.
- Given the importance of the Care Act duties to prevent, reduce and delay the need for formal care, the job holder must demonstrate experience and skills in designing and delivering preventative programmes which take into account improving health and wellbeing, and include a deep understanding of health and other inequalities, which impact on the quality of life people experience.

5 ADDITIONAL INFORMATION

Consultation is planned for the reporting structures for the Heads of Service and associated portfolios.