

Job description

Post title: Director, Adult Social Care
Grade: CO2
Service area: People Directorate
Reports to: Corporate Director for People

Our ambition

We're determined to make Islington fairer. To create a place where everyone, whatever their background, has the opportunity to reach their potential and enjoy a good quality of life.

We also have an ambitious goal – to be the best council in the country – with every employee clear about the part they play and inspired, focused and supported to give their very best.

We want to build an organisation where employees feel valued, inspired and empowered to help us achieve our goals and provide the best services possible to our residents.

Our values and behaviours

'Be Islington' is about setting a clear challenge about what it means to be an Islington employee and sets the standard for every new recruit.

We ask our employees to 'Be Islington' – playing their part in working together for a fairer borough and to always be collaborative, be ambitious, be resourceful, and be empowering ('CARE').

Our commitment to challenging inequality

We are committed to tackling inequality, racism and injustice and creating a fairer borough for all. In order to do this, we need to set the example by being a fair employer and creating a workplace environment, which is free from discrimination, racism and inequality. Our approach needs to be proactive, consistently learning to create a fairer workplace and foster a culture, which empowers all staff to challenge inequality.

Fairness is at the heart of what we do. We want to celebrate and embrace our differences by:

- Ensuring our workforce is representative of the people we work on behalf of, our residents
- Creating equitable working environments and diverse teams
- Understanding our residents in order to design and deliver services that help tackle inequality and improve life chances for our residents
- Getting to know people and their differences
- Interpreting issues and concerns from a cultural perspective and address situations or problems from the points-of-view of multiple cultures
- Supporting people with long-term health conditions and/or disabilities
- Recognising the value of flexible working to support staff where possible

Key responsibilities

To develop and deliver, directly and through partnership social care for all vulnerable Islington adults and their carers.

To be the Council's Director of Adult Social Services (DASS) and responsible for duties as set out in the statutory guidance on role and responsibilities.

To demonstrate commitment and leadership of the Council's core principles and priorities, as a member of the Department's Senior Management Team and the Council's Senior Leadership Team.

Specific responsibilities

To provide strategic leadership to ensure that adults' social care positively supports the values and objectives of Islington Council, promoting prevention, early intervention and resilience to improve outcomes for local people, promote health, wellbeing and independence and reduce dependency on public services.

To lead the development of service strategies and best practice in commissioning, and building on synergies across the directorate, with Public Health, Housing and the NHS to improve health, wellbeing and independence for local people.

To act as the Directorate and Council lead and advocate in all matters relating to adult social care: strategy, commissioning, operations and transformation

To effectively manage and be accountable for commissioning budgets, including effective integrated commissioning with the NHS.

Provide well-evidenced and sound advice directly to the Chief Executive, Corporate Director, Cabinet, Portfolio Holders and other Members of the Council. Attend Council, Executive and other committees and events as required.

Deputise for the Corporate Director within functional areas and other areas as specified by the Corporate Director.

To advise and support members and work collaboratively with colleagues across the Council to ensure excellent social care in Islington.

To lead, inspire and transform adult social care 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 Islington with partner organisations and statutory and other non-statutory bodies.

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 and that the pan London Adult safeguarding procedures are adhered to.

To effectively manage and be accountable for adults' social care operational and commissioning budgets with a view to improving outcomes for local people, promoting choice, independence and control and ensuring financial sustainability for the council over the long term.

To liaise effectively with the Chair and participants of the Adults Safeguarding Board, ensuring effective safeguarding procedures and processes are in place and adhered to.

To ensure prevention, early intervention and resilience are prominent in the Council's leadership of systemic and partnership work to reduce dependency on public services.

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 including needs assessment, market shaping and ensuring quality and value for money from contracts.

To lead on the delivery of management and performance information in line with the Council's best practice and ensuring compliance with statutory and non-statutory agencies for the delivery of information as required.

To lead for the Council on engagement with ADASS and other professional or expert bodies in the field of adults' social care.

To ensure that ICT is used effectively to improve efficiency, access to services and choice for users and carers.

To manage and motivate staff to deliver the department's performance plan by creating and maintaining an organisational culture that empowers and involves employees to deliver work to a high standard.

To ensure that conditions exist for staff to grow and develop in a confident learning environment and promote and undertake all duties in line with the Council's "Dignity for All" policy.

To work as an effective member of the People Directorate Senior Management Team.

To meet the requirements of the Council's Health and Safety Policy.

To jointly manage integrated care services with the Whittington Health NHS Trust and Camden and Islington Mental Health Foundation Trust.

Any other duties which may be required consistent with the remit of the post.

At all times to carry out responsibilities/duties within the framework of the Council's Dignity for all Policy. (Equal Opportunities Policy).

Leadership

As a member of the council's management team, to contribute proactively to the collective leadership for the council, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council's objectives and priorities.

To drive positive cultural change, embodying and promoting the values and behaviours of the council and empowering staff to reach their full potential. Ensure that the performance and development framework is effective for all staff.

To lead on and ensure the effective implementation of corporate initiatives and transformation programmes that cut across the whole or part of the council's activities.

Resources and Financial management

Ensure effective Financial Management, cost controls and income maximisation in an ever changing environment, fluctuating demands and priorities. Ensure resources are well managed and effectively deployed to the best possible effects assuring value for money in all activities.

Compliance

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

Person specification

You should demonstrate on your application form how you meet the essential criteria. Please ensure that you address each of the criteria as this will be assessed to determine your suitability for the post.

Essential criteria

Qualifications and experience

Essential criteria	Criteria description	Assessed by
1	Relevant professional or management qualification.	Application
2	A substantial track record of success at senior management level, of transformational change in a comparable, accountable and customer facing organisation through partnership working with the public, voluntary and private sector organisations.	Application/Interview/Test
3	A record of achieving successful outcomes in a political environment, providing clear, balanced advice and guidance on strategic and operational issues.	Application/Interview/Test
4	Demonstrable success in performance management, organisational change and project management.	Application/Interview/Test
5	A successful record of leading, motivating and managing a team of senior staff, to achieve continuous improvement.	Application/Interview/Test
6	Demonstrable experience of joint work with the NHS.	Application/Interview/Test

Skills

Essential criteria	Criteria description	Assessed by
7	Ability to work collaboratively as part of the People Directorate Management Team, across the Council and with partners and stakeholders, to secure a shared and strategic approach and take joint responsibility for decisions as appropriate.	Application/Interview/Test
8	Ability to manage and plan budgets, including the revenue and capital, to ensure that services can grow and are provided efficiently.	Application/Interview/Test
9	Ability to develop and implement effective systems of performance management and measurement.	Application/Interview/Test
10	Well-developed leadership skills that command respect, encourage commitment from others and promote a positive culture.	Application/Interview/Test
11	Ability to lead staff, colleagues and partners through a comprehensive change programme.	Application/Interview/Test
12	Ability to work collaboratively with NHS partners and represent Islington Council in work with the North Central London Clinical Commissioning Group.	Application/Interview/Test
13	Ability to build capacity and trust in the voluntary sector, and ensure users, carers and their advocates are empowered to lead change.	Application/Interview/Test
14	Clear, simple, effective communication skills in a variety of media.	Application/Interview/Test
15	Highly resilient under pressure, enthusiastic, sensitive, with good judgement and high standards of integrity.	Application/Interview/Test
16	Ability to promote creative and innovative solutions, including the use of information and communication technology within the Council and among partners.	Application/Interview/Test
17	Ability to research, forecast trends and developments, organise and communicate persuasively, both verbally and in writing, with Members, local residents and other organisations.	Application/Interview/Test

Special requirements of the post

Essential criteria	Criteria description	Assessed by
18	This role will require you to obtain an Enhanced/Standard satisfactory clearance from the Disclosure and Barring Service	N/A
19	This post is subject to the council's policy on pecuniary and personal interest	N/A
20	This post is designated as politically restricted	N/A

Our accreditations

Our accreditations include: the Healthy Workplace award, Timewise, London Living Wage Employer, Disability Confident Committed, The Mayor's Good Work Standard, Stonewall Diversity Champion, and Time to Change.

