

	Job Title	Corporate Director Care, Health and Wellbeing
	Department	Care, Health and Wellbeing
	Section	Care, Health and Wellbeing
	Grade	HAY2a
	Reports to	Chief Executive
	Staffing Responsibility	Line management of: Director, Public Health Director, Brent Integrated Care Partnership Director, Adult Social Care

Job Purpose:

1. Provide strategic and corporate leadership and management, in collaboration with the Chief Executive, CMT colleagues and Executive Members, to ensure the continued development and improvement of the Council and the borough.
2. Provide strategic leadership across the borough, maximising opportunities for local people to be informed and engaged to play an active role in shaping services and the future development of the borough.
3. Lead and develop strong partnership working with public sector partners, the voluntary and community sector and local business to maximise opportunities for innovative, efficient and effective service delivery.
4. Overseeing the discharge of statutory obligations including advising the Chief Executive, Lead Members and Executive in relation to those statutory responsibilities.
5. Ensure the provision of commissioned and directly provided services meets the highest standards.

Dimensions:

Overall oversight for all departmental budgets of £132.4m.

Principal Accountabilities:

1. Work collegiately with colleagues on the Senior Management Team (SMT), and make a proactive contribution delivering departmental and corporate objectives.
2. Lead and manage a portfolio of customer focused services in alignment with both corporate and departmental aims and priorities.
3. Provide leadership and management to achieve high performance and effective operational delivery; which will include managing the effective use of resources and staff.
4. Work closely with the direct reports to support effective working relationships with relevant portfolio holders.
5. Support and develop partnership working, including acting as an effective ambassador and advocate with external organisations.
6. As Corporate Director, lead a portfolio of services in alignment with corporate aims and priorities, building a high performing, innovative, customer focused culture which embraces change.
7. Take overall responsibility for ensuring that financial, staffing and physical resources are planned, controlled and deployed to best effect to deliver agreed service priorities and that budget and service planning and monitoring are aligned.
8. Provide effective leadership and promote service excellence working locally, regionally and nationally to build and maintain partnership working across all the services managed.
9. Ensure that directly provided services meet appropriate standards set out by CQC to ensure service users enjoy the best possible care and support allowing them to develop and thrive.
10. Identify, lead and commission strategies to deliver the Council's vision for the provision of Adult Social Care and wider health provision, including effective assessment and support services and safeguarding frameworks that protect vulnerable adults.
11. Support the Chief Executive and the Council's political leadership in securing the continuous development, improvement, efficiency and success of the Council as a whole through effective corporate leadership, strategic direction, planning, management and governance across the Council.
12. As a member of the Corporate Management Team (CMT) working collegiately to formulate the strategic direction, policy and planning of services, build a shared and cohesive organisational culture and ethos and ensure robust governance arrangements are in place.
13. Ensure CMT is briefed and kept up to date on service developments including highly sensitive matters likely to have a major impact on the Council.
14. Foster a consistent cross Council culture by ensuring that the Council's overall vision, values and ethos are central to service delivery and managing performance, quality and risk.
15. Ensure that benchmarking and target setting supports continuous and sustained performance improvement.
16. Lead organisational development and redesign through a portfolio of responsibilities including

leading on cross Council initiatives, projects and programmes such as the one Council programme.

17. Provide clear, balanced and accurate advice and guidance to the Chief Executive and Executive members on the strategic service issues and challenges facing the Council.
18. Take overall responsibility for ensuring that financial, staffing and physical resources are planned, controlled and deployed to best effect to deliver agreed service priorities and that budget and service planning and monitoring are aligned.
19. Provide leadership to all staff gaining ownership of and commitment to the Council's overall aims and values.
20. Act as an effective ambassador and advocate with external organisations.
21. Ensure the needs and interests of Brents residents are well represented in all key Council policies.
22. Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and well-being of children and vulnerable adults.
23. Carry out duties with due regard to the council's customer care; equal opportunities; information governance, data protection , health and safety and Emergency Planning & Awareness (including to provide assistance where available) policies and procedures.
24. Undertake any other duties commensurate with the general level of responsibility of this post.

Job Context:

- Wide range of internal and external contacts including directors, senior managers, elected members, professional bodies, partner organisations and government functions involving the use of a wide range of interpersonal skills.
- Partner other local authorities, public sector organisations and agencies, local businesses, the voluntary sector and other stakeholders.
- Developing partnership working with key external stakeholders across the public, private and voluntary sectors.
- Management and leadership of a high performance team.
- Lead role in the development of the council's services in this area.
- Operates within a framework set by Corporate and Departmental Management teams but with considerable freedom to shape services.
- Leads on policy and development and ensures implementation of new legislative requirements.
- Ensures high professional standards.

DBS Status	Enhanced
Politically Restricted	Yes

Person Specification

Job Knowledge, Skills & Experience:

Specify the qualifications, experience, skills and abilities required.

All criteria are essential

Knowledge and Qualifications:

- High standard of academic achievement and relevant professional qualifications.
- Substantial knowledge and understanding of Adult Social Care, Public Health and Health Integration.
- Evidence of significant relevant Continuing Professional Development (CPD).

Experience:

- A demonstrable senior leadership and track record in a large scale, highly diverse customer centric, political organisation.
- Evidence of achievements working collaboratively across organisational boundaries to deliver strategic priorities and outcomes.
- Influencing at departmental and corporate management team level and stakeholders within a complex and politically sensitive environment.
- Driving forward major change initiatives, efficiency savings and service improvement developments in line with key strategic objectives.
- Contributing as part of a senior management team through effective business planning, budget management and performance appraisal.
- Partnership working commanding confidence and building positive working relationships in support of key objectives.

Skills and Abilities:

- Exceptional leadership ability to develop and deliver a clear sense of service direction and purpose.
- Excellent judgement and demonstrable track record of senior management decision making.
- Ability to engender trust and confidence across political groups.
- High level planning and management skills ensuring excellent service delivery.
- Demonstrable ability to think and act strategically, analyse complex evidence and develop practical, innovative and entrepreneurial solutions to the management of strategic issues and complex problems.
- Organisational skills to translate strategy into plans and deliver high performing services, managing risks and overcoming barriers to success.
- Communication and influencing skills to inform, consult and negotiate with a wide range of audiences in a straightforward, articulate and persuasive manner and the interpersonal ability to engender confidence and respect.