

## **Director of Transformation and Integration - Newcastle**

Fixed term – 2 years

Responsible to: Strategic Alliance of Chief Executives in NCC/CCG/NUTH/NTW

Employing organisation: NTW Trust

Salary £85k - £100k

### **Description of role**

To act as Strategic Programme Director with responsibility for establishing integrated commissioning and delivery arrangements across Newcastle's health and care system, supporting the Chief Executives to exercise their commitment to distributed leadership.

This is a key leadership role and the successful candidate will work collaboratively across the statutory organisations to develop a range of effective and resilient plans and new service delivery models to support a programme of health and social care integration.

### **Key responsibilities**

- To develop strong and consistent relationships across all organisations which assist and support the development of an integrated approach to service commissioning and delivery.
- To develop an understanding of individual organisational issues and to utilise that knowledge to achieve consensus on system change.
- To take steps which enable the building up of trust between partners.
- To act as a system ambassador for the integration of health and care across the Council, the CCG, NHS Trusts and beyond, developing a clear system plan with agreed milestones and timeframe.
- To lead and manage the design process
- To provide oversight and assurance on delivery.
- To work with organisational planning leads to ensure synergy across a range of plans
- To implement and manage a communications strategy which ensures consistent messages about the vision and progress are shared and well understood across organisations.
- To ensure the programme has clear plans in place which are regularly reviewed and reported to the Newcastle Joint Executive Group.
- To offer supportive resolution of issues where differing and/or conflicting expert opinion threatens to impede delivery
- To negotiate an approach to risk sharing which incentivises innovation
- To facilitate a bottom up approach to the designing of integrated delivery utilising knowledge from front line practitioners and people who use services
- To ensure a place based approach which acknowledges the needs of communities
- To lead and manage a team and Transformation budget.

## **Person specification**

### **Experience**

1. Leadership at a senior executive level in local government or the NHS.
2. Track record of leading a major transformation programme in the delivery or commissioning of health, social care, or public health services which required collaboration across organisations or sectors.
3. Familiarity with both health and social care at a senior level.
4. Experience of leading by example in establishing and maintaining an outcomes focused team.
5. Financial management at a senior level
6. Demonstrable, in depth understanding of how things really work in an organisation clearly identifying the barriers to change, developing strategies to overcome difficulties

### **Skills, knowledge and aptitude**

1. Leads and exemplifies collaborative ways of working and is experienced in challenging and persuading others to understand the benefits of this way of working.
2. Highly developed professional and legislative knowledge and understanding of national policies, statutory requirements, relevant frameworks and accountabilities in health, social care, and public health.
3. Able to work effectively in both a political environment with a high degree of political awareness and sensitivity, providing clear professional advice and rationale and in an NHS environment with providing advice to Governing Bodies.
4. Trusted leader that is seen by partners as a role model with an ability to identify leaders in other organisations key to the success of culture and practice changes and engage them in reaching an understanding of the benefits of changes.
5. Adopts an independent stand that will recognise good practice in all organisations that could be transferred to a future model of care.
6. Skilled at managing conflict between individuals/organisation.
7. Can skilfully navigate and cope effectively with organisational politics and can demonstrate self-reliance to manage periods of isolation or unpopularity in order to do the right thing

### **Personal Qualities**

- Able to listen to others and reflect back what has been heard
- Able to work across sectors
- Skilled influencer
- Able to inspire others