|  |
| --- |
|  DCC Logo 09 Outl B&WRole Profile Section 1 |
| **Job Title** | Strategic Manager Wellbeing and Partnerships | **Service** | Regeneration and Local Services |
| **Grade** | HPO 10 | **Service Area** | Culture and Sport |
| **Reporting to** | Head of Culture and Sport |
| **Politically Restricted** | The Council has designated that this post is not politically restricted in accordance with the requirement of section 1(5) of the Local Government and Housing Act 1989 and by regulations made from time to time by the Secretary of State. |
| **Disclosure & Barring Service** | N/A |
| **Purpose of the job:**The joint appointment post holder is responsible for providing strategic leadership, and will set the priorities, policy and direction of the prevention team aligned to Corporate and culture and sport / public health priorities. They will contribute to the wider culture and sport service area management team and will lead by example in terms of embedding the vision, values and behaviours of the council. They will assume a corporate remit as appropriate and will engage with other service areas to achieve better outcomes for the council. |
| **Key Result Area – Corporate*** To drive organisational change and the transformational agenda by championing the organisational benefits and seeking to embed the application of the council’s core values of People Focused, Outcome Focused and Innovation and Empowerment which are built around a ‘One Council’ ethos;
* To strengthen and develop the culture of the council and promote the implementation of a ‘One Council’ approach. To support and seek out collaborative opportunities across the service, within the wider council and with appropriate partners.

**Key Result Area – Leadership*** To provide clear and visible leadership in a positive working environment working across both culture and sport and public health;
* Contribute to the overall plan for culture and sport, taking the lead role and advising on specialist areas of responsibility;
* Manage corporate and service projects and initiatives of varying complexity ensuring that the standard project management methodology is properly utilised. Provide opportunities for employees by encouraging cross-service and matrix working.

**Key Result Area – Service Delivery*** Ensure service delivery is maintained in line with the corporate service design principles and establish the most effective level of service delivery attainable within the resources available;
* Develop and embed demand-side customer driven service design (‘outside-in’);
* Establish effective workforce planning arrangements which support medium to long term service delivery and take into account not only the human resource factors, but ties this in to overall strategic plans, financial and budget considerations, environmental issues and legislative requirements/regulations and governance;
* Contribute as appropriate in the identification of commercial opportunities that can modernise service provision, improve service delivery and deliver MTFP savings options.

**Key Result Area – Generic Management*** Manage employees, relevant budgets and team/individual performance in accordance with council procedures and objectives;
* Use workforce planning data to inform the appropriate interventions for employee development and encourage progressions, as appropriate;
* Establish effective lines of communication and build working relationships with the team based around trust and empowerment;
* Effectively engage with the team/individual employees to make decisions within the remit of their work, to challenge appropriately and to think ‘outside the box’ in terms of improving service delivery;
* Lead by example in relation to continuous professional development;
* Actively encourage and lead by example in terms of smarter working initiatives and promote the use of technology to maximise productivity and service delivery;
* Ensure, as far as reasonably practicable, the health, safety and well-being of yourself and others within the workplace, including building levels of resilience and instigating interventions as appropriate;
* Ensure principles of equality and diversity are embraced and underpin all work for employees and service users.
 |
| **Key Result Area – Job Specific*** To provide strategic management to the service’s approach to prevention for the County, including the management of volunteering, community arts and physical activity within C&S;
* To lead the service as a joint member of the Culture & Sport and Public Health Management teams, ensuring joint approach to tackle key county wide inequality issues;
* To work with key directorates and partners to understand the needs of individuals and communities, and develop suitable solutions to engage, connect, involve and retain new participants in culture and physical activity;
* To be responsible for joint Public Health and Culture & Sport prevention budgets, leading on the commissioning approach, by maximising use of in house skills and assets whilst also building resilience within in the community through the wider voluntary and community sector;
* To take an evidenced based approach to delivery, and ensure robust outcomes frameworks and evaluation are in place, agreeing with both the Head of C&S and DDPH a set of suitable performance indicators that focus on population health and social outcomes
* To work across the culture and sport services and at a wider departmental level, influencing service policy, delivery and systems which present barriers to reducing health and social inequalities through both creative, cultural and physical activity. For example making sure cultural events are accessible to all and aim to reduce inequalities in opportunity
* To strategically enable and support key partnerships and networks to influence wider organisational behaviour and change communities; For example prevention within Area Action Partnership programmes of work and link to public health strategic manager leading on healthy settings
* Lead the development of the prevention agenda within culture and sport working programmes to reduce inequalities in access and uptake of services across County Durham to improve health and social outcomes. For example Library and leisure transformation programmes and capitalising on all cultural event opportunities
* Be the culture and sport representative to develop strategic partnership links across to health and social care integration making sure prevention is the first part considered for all pathways
* Ensure culture and sport opportunities are fully embedded into health and social care pathways and part of value based commissioning policies, for example exercise before operations;
* Embed prevention and early intervention into all aspects of culture and sport services to make every contact count;
* Working with multi-agency strategic partners ensure social prescribing approaches are integrated to support the needs of the most vulnerable.
* To take overall responsibility for the management, safety and development of a workforce with over 15 F.T.E.’s

 * To take overall responsibility for a number of cost centres with a gross revenue expenditure circa £500k

 * To take overall responsibility for management systems relating to the service area and the data held within them

The above is not exhaustive and the post holder will be expected to undertake any duties which may reasonably fall within the level of responsibility of the post, as directed by the Head of Service. |

Section 2

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Corporate (essential)** | **Service (Desirable)** | **Method of Assessment** |
| **Qualification** | * Master’s Degree in Public Health, Health Promotion or related field
* Management qualification
* Registered or working towards inclusion on the UKPH register
 | * Evidence of continuing professional development particularly within a cultural, physical activity or related fields.
 | * Application form
* Selection process
* Pre-employment checks
 |
| **Experience** | * Experience of successful strategic management and the formulation and delivery of strategic objectives, plans and policies;
* Proven ability to manage a significant budget and meet financial efficiencies;
* Working with Members and Senior Officers, advising on specialist areas of responsibility;
* Strategic level planning and people management, including motivation, engagement, empowerment, performance management and development;
* Experience of managing complex projects and matrix management;
* Experience of implementing and delivering partnership working with both internal and external partners.
* Experience of social prescribing approaches from a community asset based perspective
* Experience of working with primary and secondary care on health behaviour pathways
 | * Substantial experience of working in the health and wellbeing sector at a strategic level.
* Substantial experience of working with the range of primary and secondary health partners.
* Experience in evidence based approaches to solutions, within a community setting.
 | * Application form
* Selection process
* Pre-employment checks
 |
| **Skills and Knowledge** | * Project management, business transformation and change management skills;
* Ability to think analytically, strategically and creatively and to influence and manage change across management and professional boundaries;
* Understand and promote the application of digital technology to support and enhance service delivery;
* The ability to identify and exploit commercial opportunities for the benefit of the community and the council;
* Understand and apply the ‘One Council’ ethos and the values which underpin it;
* The ability to delegate effectively;
* Understand the strengths, motivations, aspirations and areas for development within the team and use this information to build resilience, manage talent and form positive working relationships built on trust which will empower, challenge and develop the team;
* Understand what constitutes good workforce planning and establish effective workforce planning arrangements which support medium to long term service delivery;
* Understand and apply the service design principles to ensure the most effective level of service delivery is maintained within the resources available;
* Problem solving and budget setting skills;
* Understanding of LEAN methodology;
* Political and cultural awareness and an understanding of the political context and environment of Local Government;
* Strong communication and presentation skills;
* Knowledge and understanding of Local Government statutory requirements.
* Knowledge of making every contact count and establishment of quality standards utilising a settings based approach
* Good knowledge of health intelligence data from a national and local perspective
 | * A thorough knowledge of health and prevention and its role and purpose in local authority.
* A thorough knowledge of the social impact and benefits of culture, creative and physical activity in tackling health and social inequalities.
 | * Application form
* Selection process
* Pre-employment checks
 |
| **Personal Qualities** | * Professional in approach;
* Strategic thinker;
* Personal commitment;
* Flexible approach to work;
* Well organised and self-motivated;
* Resilient with strong self-awareness.
 | * Empathy towards those who are not engaged.
 | * Application form
* Selection process
* Pre-employment checks
 |