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| DCC Logo 09 Outl B&WRole Profile  Section 1 | | | |
| **Job Title** | Programme Lead Mental Health and Learning Disabilities Integrated Services | **Service** | Adult and Health Services |
| **Grade** | Band 3 | **Service Area** | Integrated Community Services |
| **Reporting to** | Director of Integrated Community Services | | |
| **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** | This post is subject to Enhanced Disclosure | | |
| **Purpose of the job:**  This is a joint post to improve outcomes for people who use services and their families through closer integration. The post holder will work with partners to develop and sustain the integration of adult and health services including operational integration between mental health, learning disabilities, autism and social care services in localities. To support partners to secure resources for, and decision-making, in Durham. To strengthen partnership arrangements and develop an agreed set of values and ‘future state’ for integrated services. To integrate services to achieve better outcomes, reduce duplication, make best use of our workforce, estate and digital capacity. To deliver an agree programme of work.  **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. * Lead on embedding a culture of learning, innovation and professional responsibility and ensure the views of children and families are central to service improvement, service delivery and planning. * Contribute to the overall plan for the service, taking the lead role and advising on specialist areas of responsibility. * Lead key quality improvement and quality assurance activities which supports the delivery of high-quality services that lead to improved outcomes for children and families. * Ensure continuous improvement against local and national frameworks and best practice. * Represent the Corporate Director, Director of Integrated Community Services and Head of Service at key partnership meetings. * Manage corporate and service projects and initiatives of varying complexity ensuring that the standard project management methodology is properly utilised, and projects are delivered on time and within budget. * Engage positively with Elected Members in the delivery of service transformation initiatives. * 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 statutory and legislative requirements and establish the most effective level of service delivery attainable within the resources available through identification and delivery of innovation and service transformation ensuring key statutory requirements of the Local Authority are delivered. * 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 into 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  * Lead projects to achieve operational integration to maximise outcomes for people who use services and their families and apply the learning from these projects to wider and sustainable integration * Contribute to the strategic development and delivery of services to meet the partners policy and planning requirements * To work with the Chief Executive of TEWV, Corporate Director, Director of Integrated Community Services, Head of Service and senior leaders to maximise the benefits of opportunities to integrate * Support the Thematic Partnership Boards and other joint working groups * Agree with partners a set of shared values and behaviours which will underpin the ‘future state’ of integration * Engage with the complex range of statutory and non-statutory partners so that they are committed to integration and joint working * Manage the development and implementation of services and initiatives to deliver improvements across the Partnership Board * Manage relationships with internal and external partners to support delivery of effective and efficient services * Lead the integration agenda within the service and participate in partnership arrangements as appropriate * Work collaboratively with the director of Public Health to identify opportunities for integration of services commissioned by the Public Health and Commissioning Team * Work with Public Health to develop strategies and plans * Advise the integrated commissioning team on the best way to use the Council’s commissioning capacity to bring about integration * Delivery of an agreed programme of integration projects * Link health and care data to create a single set of performance indicators and information * Develop and sustain strong and consistent relationships across teams, services and partners * Work with senior managers to redesign pathways and services * Lead reviews of the effectiveness of practice changes * Identify good practice and apply any improvements to County Durham * Take a lead role in delivering improved outcomes through integration * Lead a culture of effective management of budget and resources to reduce cost * Integrate services and pathways to support the transition of people who use services between Adults and Children and Young People’s Services * Establish a culture that adopts the wellbeing principles and where we engage people at the beginning, look at the evidence base and the assets that we can use * Ensure the efficiency and availability of integrated services * Responsible for joint working with partners to ensure integration * Work with statutory inspection agencies on an ongoing and proactive basis * Ensure the development and delivery of actions to achieve continued service improvement in line with council priorities, national standards and regulatory requirements * Support senior leaders in the development and implementation of quality assurance of operational services including audits, standards, compliance management and service review * Work closely with other colleagues involved in transformation and integration specifically in Public Health, Integrated Commissioning and Mental Health and Learning Disabilities * Responsible for presenting where required to the Overview and Scrutiny Committee, Health and Wellbeing Board Trust Board and County Durham Care Partnership * Deputise for senior leaders as required.   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 Director of Integrated Community Services. | | | |

Section 2

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|  | **Corporate** | **Service** | **Method of Assessment** |
| **Qualification** |  | * Degree in either Mental Health, Social Work, Public Health, Health Management, Public Sector Administration * Masters level in the above fields would be desirable | * Application form * Selection process * Pre-employment checks |
| **Experience** | * Substantial experience of implementing and managing change and business transformation, proactively pursuing continuous improvement * Substantial 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 * Substantial experience of managing complex projects and matrix management * Substantial experience of implementing and delivering partnership working with both internal and external partners | * Substantial senior management experience in either mental health, learning disabilities, social care services, Public Health, Commissioning, Health Management, public sector management or partnership working * Establishing a culture based on shared values and behaviours * Influencing partners to secure resources * Securing and managing external funding * Developing and delivering services across local agencies * Internal and external partnership working * Managing and influencing diverse, multi-disciplinary teams * Working at a senior level in either local authority, NHS and/or voluntary sectors * Developing strategic plans | * 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 | * Highly developed listening and negotiating skills to secure the confidence of partners * Ability to understand differing governance and financial regimes and accountabilities * National and local agenda for mental health, learning disabilities, social care and safeguarding * The strategic direction, priorities and issues of partners * Delivery through partnerships * Inspection regimes and processes | * 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 |  | * Application form * Selection process * Pre-employment checks |