

Stockton-on-Tees Borough Council

Director of Adults, Health and Wellbeing

Location: Stockton-on-Tees
Salary: £148,537 per annum



Stockton-on-Tees
BOROUGH COUNCIL

Welcome to Stockton-on-Tees

We have big ambitions for our Borough and are looking for an exceptional leader to join us as Director of Adults, Health and Wellbeing at a pivotal and exciting time in our journey.

Our workforce delivers excellent services for residents and businesses every day of the year. They are committed, innovative and proud to serve our communities, sharing a common purpose to make Stockton-on-Tees a place where people want to live, work, and enjoy.

We are a diverse Borough with significant strengths and opportunities, but also some of the most profound health and social inequalities in the country. Whilst some communities enjoy excellent health outcomes, others continue to experience poorer health, lower life expectancy and greater disadvantage. The gap in life expectancy between our most and least advantaged communities remains amongst the widest in England, despite being only a couple of miles apart.

As Director of Adults, Health and Wellbeing, you will play a critical role in improving outcomes for some of our most vulnerable residents. You will lead services that support people to live healthy, independent and fulfilling lives, whilst ensuring that adult social care, public health, housing and community wellbeing services respond effectively to rising demand and changing needs.

We have a strong track record of making bold and innovative decisions and are committed to delivering lasting change. Alongside transforming services, we are investing in places and communities. This includes the ambitious regeneration of our town centres and the landmark Waterfront Park development, which is creating new opportunities for economic growth, leisure, culture and community wellbeing, helping to reshape the Borough.

Partnership working is fundamental to our success. We work closely with health partners, the voluntary and community sector, our Tees Valley neighbours, the Combined Authority, and a wide range of local, regional and national organisations to deliver integrated solutions that improve lives and reduce inequalities.

Stockton-on-Tees Borough Council is recognised nationally for its ambition, innovation and commitment to delivering outstanding outcomes for residents. In 2025, the Council was shortlisted for both the Local Government Chronicle (LGC) Council of the Year Award and Municipal Journal (MJ) Local Authority of the Year, recognising the impact of our work to reduce inequalities, strengthen communities and deliver high-quality services.

This role offers the opportunity to make a genuine and lasting difference. Your leadership will influence the future of adult social care, health improvement, prevention and wellbeing. You will help shape services, strengthen partnerships and deliver meaningful change for our residents, particularly those who need our support most.

If you share our passion and our vision, and believe you can help us to deliver even more for our residents, we would love to hear from you.



Mike Greene
Chief Executive



Corporate leadership

You'll join a stable Corporate Management Team that works as One Council across directorates. The culture is collaborative, delivery-focused and candid, with regular forums for challenge, assurance and collective decision-making.



Ged Morton
Director of Corporate
Services



Kellie Hopkins
Director of
Neighbourhoods



Mike Greene
Chief Executive



Clare Harper
Chief Financial
Officer (S151)



Vacant
Director of Adults,
Health and Wellbeing



Tracey Carter
Director of
Regeneration and
Inclusive Growth



Majella McCarthy
Director of Children's
Services

Adults, Health and Wellbeing

Adult Social Care

Public Health

Housing and a Fairer Stockton-on-Tees

The Adults, Health and Wellbeing Directorate is at the forefront of improving lives, reducing inequalities and supporting some of the Borough's most vulnerable residents.

The Directorate leads the Council's statutory adult social care responsibilities, delivering prevention, safeguarding, assessment, rehabilitation and support services. Working closely with NHS partners, the voluntary sector and local communities, our focus is on promoting independence, delaying the need for long-term care and ensuring residents receive the right support at the right time.

The Public Health service leads action to tackle some of the Borough's most significant challenges, including health inequalities, mental wellbeing, healthy lifestyles, substance misuse and domestic abuse, while Housing and Fairer Stockton-on-Tees services work together to create stronger, safer and more inclusive communities.

The Directorate also drives commissioning, service redesign and transformation, ensuring high-quality, sustainable services that deliver value for residents and taxpayers. Through innovation, partnership working and a strong focus on outcomes, we are helping to shape a healthier, fairer future for Stockton-on-Tees.

We are proud of our strong relationships across health, care, housing, the voluntary and community sector and regional networks. These connections are critical to delivering integrated services, supporting prevention and early intervention, and responding effectively to the increasingly complex needs of our residents.

This is a Directorate with a clear sense of purpose and ambition. As Director, you will lead services that touch the lives of thousands of people every day, shaping strategy, influencing policy and driving change across the Borough.

This is far more than a traditional adult social care leadership role; it is an opportunity to play a leading role in tackling inequality, improving wellbeing and creating lasting positive outcomes for residents, communities and future generations.

We are proud that our Adult Social Care services were rated 'Good' by the Care Quality Commission (CQC), with inspectors recognising our commitment to supporting vulnerable residents, our strong partnerships, visible leadership, and a culture described as both "strong and supportive". The inspection highlighted our clear vision for improving outcomes, reducing inequalities, and driving continuous improvement across the system.



The role

Reporting to the Chief Executive, you'll set strategic direction, champion service excellence and drive transformation and value for money. You'll strengthen partnerships across the Borough and the region, ensure robust governance and performance, and lead confident, future-ready services aligned to our vision and values.

Priority areas

- Provide strong, innovative and effective leadership and strategic thinking.
- Work collaboratively with Elected Members, CMT and SMT.
- Improving health, wellbeing and independence whilst tackling inequality and supporting stronger, safer and more resilient communities.
- Deliver excellent services aligned to Council values, vision and priorities.
- Ensure robust corporate governance, performance management and financial management.
- Maintain effective employee engagement and good employee relations.
- Develop and enhance internal and external partnerships.
- Promote the reputation of the Council locally, regionally and nationally.
- Keep abreast of national, regional and local policy developments.

Key responsibilities

Corporate Leadership and Strategic Management

- Provide strategic leadership as a member of the Corporate Management Team and Senior Management Team.
- Contribute to the overall leadership, performance and direction of the Council.
- Shape and deliver long-term strategic priorities and corporate objectives.
- Lead major transformation, improvement and change programmes.
- Provide strategic advice to elected members and senior leaders.
- Ensure effective governance, risk management and financial stewardship.
- Promote and model the Council's values, culture and behaviours.
- Act as a visible ambassador for the Council locally, regionally and nationally.

Service Leadership

- Fulfil statutory responsibilities as Director of Adult Social Care and Caldicott Guardian.
- Lead the Adults, Health and Wellbeing Directorate.
- Ensure the effective delivery and continuous improvement of services.
- Drive innovation, modernisation and service transformation.
- Ensure services meet statutory, regulatory and performance requirements.
- Deliver positive outcomes for residents through a strong focus on prevention and wellbeing.
- Ensure resources are used effectively and sustainably.



The role - continued

Stakeholder and Partnership Engagement

- Build and maintain strong relationships with elected members.
- Lead strategic partnerships across health, social care, housing and A Fairer Stockton-on-Tees.
- Work collaboratively with NHS organisations, voluntary and community sector partners, regulators and government bodies.
- Influence policy and strategic development at local, regional and national levels.
- Promote integrated approaches to improving outcomes for residents.
- Represent the Council in high-profile partnerships, boards and networks.

Team Leadership and People Management

- Provide inspirational and inclusive leadership to senior managers and teams.
- Create a culture of accountability, empowerment and continuous improvement.
- Drive employee engagement, workforce wellbeing and organisational development.
- Build leadership capacity and succession planning across the Directorate.
- Promote high performance, collaboration and innovation.
- Maintain strong employee relations and partnership working with trade unions.
- Develop and support colleagues to achieve their full potential.

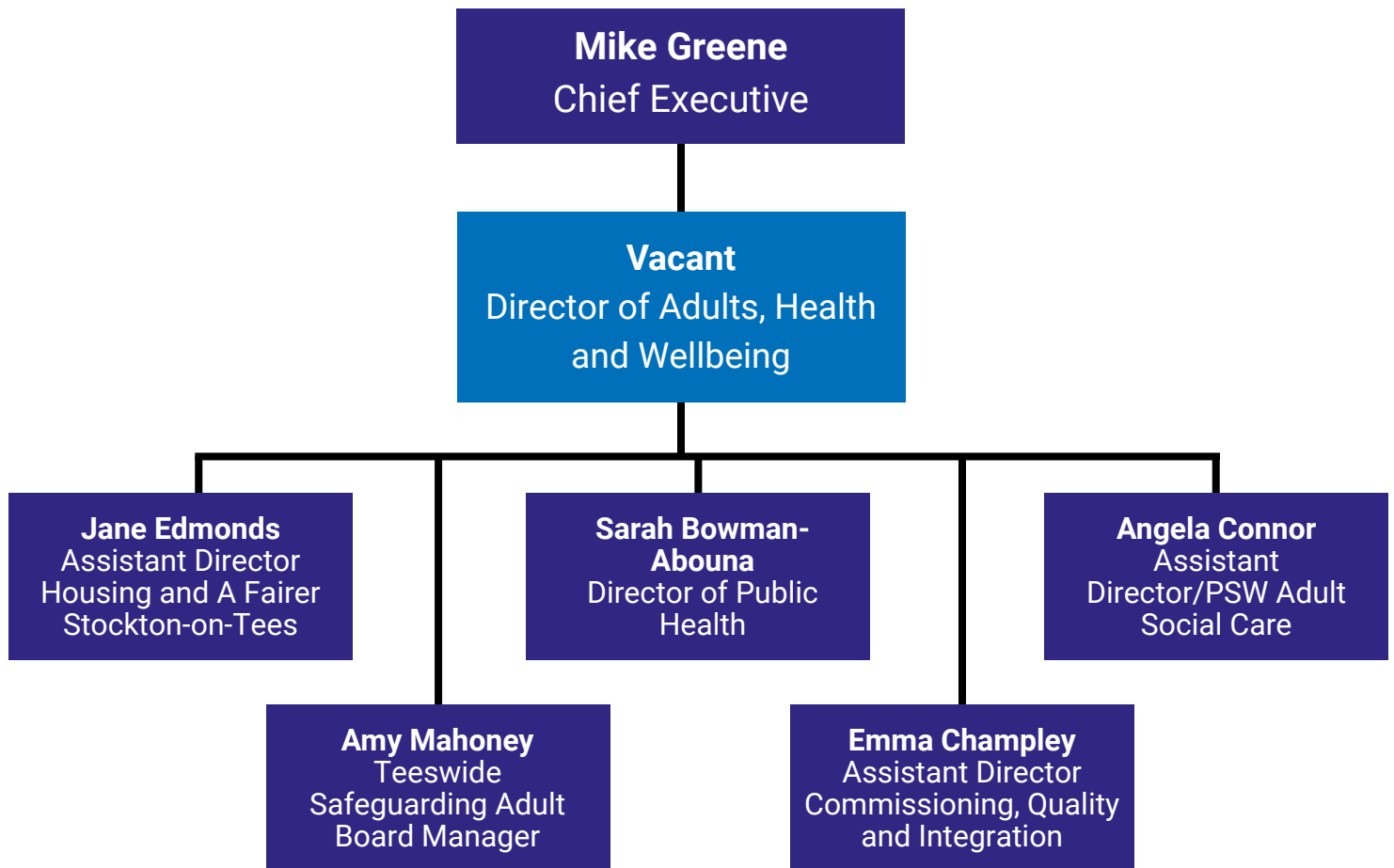
Required Skills and Qualifications

- Significant senior leadership experience in adult social care and health.
- Degree-level qualification or equivalent professional qualification.
- Experience and detailed understanding of Local Government or public sector.
- Proven delivery of excellent services.
- Excellent strategic planning.
- Ability of managing widescale organisational change.
- Successfully engaging with other agencies, partners and stakeholders.
- Supporting and advising Members (or similar) or working within a political environment.
- Ability to demonstrate strong financial management.
- Corporate performance and governance.
- Employee engagement and motivation.
- Ability to make difficult decisions in a challenging environment.
- Ability to handle difficult situations sensitively.
- High degree of personal and professional probity, integrity and credibility.
- A collaborative team worker.
- Pragmatic.
- Resilient.
- Consistent and fair leadership style.
- Ability to develop and encourage others to realise their full potential.

Desirable requirements

- Leadership and management qualification.
- Media handling skills.

Directorate structure



Our transformation programme



The Powering Our Future programme is an ambitious long-term vision for the future of Stockton-on-Tees Borough Council.

It is a new way of working for the Council which will see us work with our partners and communities to put in place new and innovative approaches that provide excellent services and value for money.

This will allow us to not only save money but also reshape what we do for the better and in the best interests of our residents.

Together with our partners we will make sure Stockton-on-Tees is a fair and equal place, where everyone is proud to live, work and enjoy. A place where our communities flourish and people feel they belong. We want everyone in our Borough to participate in building a brighter future for all of us.

Powering Our Future sets an outcome-focused direction for the Council and is based around 5 key missions:

- Colleagues
- Communities
- Partnerships
- Transformation
- Regeneration





Values

One Team: We work together across the Council, showing leadership at all levels, collaborating with partners, and supporting each other with clear, open communication.

Community Focused: Our communities are at the heart of every decision. We listen, understand what matters most, and strive for customer service excellence.

Inclusive: We embrace diversity as a strength, challenge barriers to inclusion, and ensure equality across our workforce. We support positive work-life balance and value what matters to others.

Ambitious: We aim high every day; being bold, innovative, and open to change. We seek opportunities to learn, develop, and inspire others.

Accountable: We deliver on our promises with honesty and transparency. We take ownership, manage resources responsibly, and make a positive difference for colleagues and communities.

Our vision for the Borough

Stockton-on-Tees is home. A warm and friendly place where we welcome others and come together as a single community. We are a diverse and inspiring Borough, culturally rich and with confidence in a future that we can all share and be proud of. At the economic heart of Tees Valley, we are a dynamic, safe and healthy place, where everyone can grow and succeed. We work together to reduce inequalities and remove barriers to opportunity. We are Team Stockton-on-Tees.

Finance and governance

At Stockton-on-Tees Borough Council, we pride ourselves on strong financial stewardship and transparent governance that underpins everything we do. Our robust framework ensures accountability, strategic foresight, and resilience in the face of evolving challenges.

We recognise the pressures facing local government, particularly in areas such as adult social care and inflation, and we are tackling these head-on through a clear, forward-thinking strategy.

Our Medium Term Financial Plan sets out a sustainable path, supported by:

- Transformation Programmes that drive innovation and efficiency across services through our Powering the Future Strategy.
- Prudent Financial Management, including responsible borrowing to invest in our future.
- Strong Governance Oversight, ensuring decisions are transparent and aligned with our long-term vision.

These measures are not just about managing challenges, they are about creating opportunities.

By embracing change and maintaining rigorous financial controls, we are building a resilient organisation that can continue to deliver high quality services for our communities.





STOCKTON ON TEES

Stockton-on-Tees is more than just a place. It's a vibrant, welcoming and affordable community with a rich history and stunning landscapes. Embrace the warmth of its people, explore the nooks and crannies of its past, and bask in the splendour of its natural surroundings.

A growing population of over 200,000 people call one of the six towns here "home", and with beautiful parks, open spaces and towns set against the backdrop of the River Tees, a world-class year-round events programme and excellent housing and schools, it's easy to see why.

We're famous for innovation. We've innovated in the past, we're innovating right now, and we will continue to innovate in the future. 5,500 businesses operate here, contributing £4billion to the economy every year.



We are very proud to be home to six thriving towns, each of them unique. Take Yarm for example with its Georgian High Street, cobbled wynds and 43-arch viaduct. Here you can enjoy an array of independent shops and national chains, award-winning restaurants, artisan coffee shops. You can try an escape room or just relax on the River Tees.

Compare that to Stockton High Street where bold work is happening to create a visionary riverside urban park, joining our retail offer to the River Tees. The development will offer events spaces, play areas, heritage influences and opportunities for pop-up concessions across a flexible, accessible park that will link the High Street to Stockton riverside. Set to complete in 2026 and with open spaces for community and large-scale events for people of all ages, Stockton Waterfront will be a hub of activity for both residents and visitors to enjoy.





There's always something going on in Stockton-on-Tees including entertainment, shopping, theatre, museums or leisure attractions. A packed programme of festivals and events throughout the year includes Stockton International Riverside Festival (SIRF), an annual free outdoor arts and street theatre festival that brings together some of the finest street theatre, dance, music and arts acts from here and overseas.



Following a multi million-pound refurbishment, Stockton Globe is now bringing the world's biggest names in music and comedy to the North East of England. A major restoration project saw this beautiful art deco building transformed into an event venue fit for the 21st Century.



Location

Dunedin House is our modern and energy efficient Head Quarters. Located on the south bank of the River Tees on Teesdale Business Park, with close proximity to Stockton Town Centre. It's easily accessible by car via the A66 and A19 trunk roads, with free staff parking on site. There's lockable and fully contained bike storage lockers if you'd prefer to cycle here.

By train, the closest station is a 15-minute walk away, and frequent bus services run to Stockton High Street, just across the river, less than 5 minutes walk away.



Benefits

Pay



Competitive pay, offering incremental progression. We are a living wage employer.

Balance



Life continues around your career, and we understand that. We offer agile working, flexible hours and carers leave.

Perks



Stretch your pay further with discounts on over 1000 retailers.

Health



Online GP appointments, access to mental wellbeing resources and lifestyle savings.

Holidays



33 days of annual leave for Chief Officers plus bank holidays, and the option to buy even more.

Recognition



An Annual Colleagues Award Ceremony where we can celebrate your achievements.

Pension



You'll join the Local Government Pension Scheme (LGPS) - one of the most generous and secure pension schemes in the UK.

Family



We know how important family is, which is why we offer enhanced maternity, paternity, and adoption pay.

Transport



Get moving with access to the NHS Fleet Car Lease Scheme and Cycle to Work scheme.

Community



Take paid time out of work to volunteer locally with our Employee Volunteering Scheme.

How to apply

Applications are welcomed at www.stockton.gov.uk/director-adults-vacancy where you can upload your CV and personal statement.

For any queries regarding the post or the selection schedule, please contact the Council's People and Talent Acquisition Manager, Angela Bremner, at angela.bremner@stockton.gov.uk.

The closing date for applications is 25 September 2026, with Technical Interviews taking place on 12 and 13 October 2026. The Assessment Day is anticipated to take place on 4 November 2026, with a Members Decision Panel scheduled for 20 November 2026.



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