

Job Description

Corporate Director of Wellbeing



Salary range

Directorate Corporate Management Board

Reports to Chief Executive

Responsible for 4 x Directors

Number of posts 1

To improve the quality of life for residents by providing outstanding strategic and organisational leadership to ensure that the needs of vulnerable adults and their families are addressed and supported with inclusive, integrated and accessible services.

Job Overview

Engender and deliver positive, enthusiastic, and dynamic leadership to achieve BCP Council's vision by playing a key role as a member of the Corporate Leadership Team in transforming services and delivering improved outcomes for local people particularly focusing on issues around wellbeing, care, health and housing.

Key Responsibilities

- Engage the Executive Leadership Team and elected Members to support the creation of a meaningful vision and strategy that translates into operational reality, championing horizontal and vertical collaboration across BCP Council
- Embrace and develop BCP Council's transformational agenda by supporting new ways of working, customer-centric operating models underpinned by data insights, greater automation, and maximising technology to achieve greater efficiency and using data to shape service and partnership delivery
- Develop a forward-thinking and commercial culture and focus, which delivers the provision of essential services through a model that reduces cost and creates income generation opportunities, maximising income where appropriate
- Develop a culture which promotes and celebrates the increasing diversity represented in the community and ensure that this is central to service delivery in terms of policy development and implementation and to the style and culture of the organisation as a provider and employer
- Ensure effective systems and processes so that performance and quality is accurately measured and secured at the appropriate level

Ensure that services are provided within the allocated budget, deliver a balanced annual budget and an effective and innovative forward plan for budget savings

This job description is not exhaustive and reflects the type and range of tasks, responsibilities and outcomes associated with this post.

- To participate in the council's Duty Gold on-call rota, providing resilience and major incident response leadership when required, and to undertake appropriate training as set out in the emergency response plan and ensure these skills are kept up to date
- To ensure appropriate business continuity plans and emergency response procedures are in place for the directorate
- Establish a vision and future focused strategy for the council's Adult Social Care, Public Health and Housing & Community services as part of our continuing transformation
 - Ensure that the council's adult social care, public health and housing & community functions are discharged in accordance with BCP Council's strategic and policy aims and objectives and all statutory provisions in this area
 - Lead a team comprising the Director of Public Health and Service Directors, providing individual support and coaching, ensuring that these colleagues are enabled and encouraged to deliver service accountabilities and demonstrate agile, authentic leadership together with BCP Council's values and behaviours
 - Develop effective relationships with a range of stakeholders including business, government agencies, community, local authorities, universities, and community planning partners at both a local, national, and international level
 - Sustain and develop the various partnership arrangements with local and national partners, including Tricuro, NHS bodies, private care providers and community groups
 - Act as the principal advisor to the cabinet members for Adult Social Care, Health and Housing & Communities
 - Ensure legally compliant risk management and adult safeguarding strategies and policies are in place across all relevant parts of the authority and vulnerable adults are safeguarded through robust multi-agency arrangements
 - Ensure the effective integration of local health, social care and housing & community services. Specifically, to ensure that BCP Council's statutory duties for Adult Social Care and Public Health are properly discharged in any current or future model of integration. In addition, ensure that BCP Council plays its full part in the collaborative leadership of the ICS.
 - Embed and constantly review strategies to ensure that local residents, service users and carers are central to the development of all key strategies and plans for adult social care, health and housing & communities and that their views and feedback are central to the development and evaluation of all services.
 - To ensure that all commissioned services for adult social care, public health and housing & communities drive up quality of the services offered, whilst ensuring value for money and securing efficiencies.

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- The postholder will line manage the Adult Service Director who has DASS (Director of Adult Social Care) and Caldicott Guardian responsibility.

Specific Qualifications and Experience

- Evidence of Continuous Professional Development with relevant post degree qualification or evidenced relevant experience at an Executive level in a comparable organisation and sector
- Leadership experience and understanding of complex multi-functional services, supporting a direct positive impact on the wellbeing and care of service users and residents
- Knowledge of regulatory frameworks relevant to the role (i.e. CQC, OFSTED)
- Ability to think strategically and corporately and an understanding of the wellbeing agenda in BCP, and how social care, health and wider strategic partners can support inclusive growth and tackle inequalities
- Effective influencing, persuading and communication skills, including the ability to communicate key messages succinctly and clearly.
- Political awareness
- Strong relationship building ability
- Proven record of accomplishment of leading and implementing change in a public sector or equally complex environment
- Experience of working with elected members and board members
- Knowledge of the arrangements and delivery of outstanding quality adult and community services
- Effective partnership experience and evidenced impact particularly with Health

Personal Qualities & Attributes

- Building a shared vision
- Motivating leadership teams
- Business and political acumen, including the ability to write concisely when communicating to a range of audiences regarding technical matters
- Facilitating Change
- Communication and Engagement
- Coaching for sustained performance
- Personal impact

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