

Job Description and Person Specification for the role of Director of Adult Social Care and Housing Needs (DASCHN).

JOB PURPOSE

1. To act in the capacity of nominated Director of Adult Social Services and to fulfil the statutory responsibilities associated with this role.
2. Set the overall direction and provide strategic leadership of the council's adult social services and housing needs and shape the successful delivery of integrated and innovative service solutions.
3. To secure the best possible outcomes for wellbeing for residents of the Isle of Wight as well as ensuring that vulnerable people are safeguarded, in line with legislation and within available resources.
4. Develop and maintain key strategic relationships that optimise the commissioning and delivery of integrated solutions that serve the needs of the Island's people and its communities, bringing about best value for every Island £1 spent.
5. Bring about a culture of robust performance management, business acumen and commercial mindedness to services that have the potential to be delivered through a range of service delivery methods.

SPECIFIC DUTIES AND RESPONSIBILITIES

Leadership:

1. Lead the development and maintenance of key strategic relationships with external stakeholders in the public, private and voluntary sectors to optimise opportunities for developing a one Island approach to service delivery, reducing duplication and maximising best value for money.
2. Develop and implement effective policy and strategy on all matters relating to Adult Social Services and housing needs and to lead on the integration of health and social care, driving through significant cultural change.
3. Ensure that the care aspects of the Director of Adult Social Services role set out in the statutory guidance issued under section 7 of the Local Authority Social Services act of 1970 are fully discharged
4. Contribute to the leadership of the organisation, ensuring a high calibre, well-motivated, effective and engaged workforce.
5. Leading the development and implementation of occupational and professional standards across services.
6. Be accountable for the assessment of local needs and ensuring availability and delivery of adult social services.

Strategic direction:

1. Radically transform the way services within the scope of the role are delivered, through consolidation, integration and co-ordination for the delivery of new operating models that secure efficiency savings and offer a better experience to those who need to use them.
2. Working closely with the Director of Children's Services and Director of Public Health to improve outcomes for Island residents.
3. Be responsible for ensuring vulnerable adults on the Isle of Wight are safeguarded through robust multi-agency arrangements.

Policy advice:

1. Act as the principal advisor to Executive Members and corporate management team on all matters in respect of adult social care and community wellbeing.
2. Act as the principal point of contact (including for the Care Quality Commission) and ensure that information is provided as required by national agencies.

Partnerships:

1. Work with elected members in their role as community leaders by advising on building and fostering relationships across the local community to ensure that the needs of the Island community are articulated and their interests progressed to achieve improved outcomes for local people within the fiscal constraints that exist.
2. Promote the image and reputation of the council by supporting members in building its influence through constructive relationships nationally and locally with private, public and voluntary sector organisations, ensuring that the Island secures the best possible deal for its residents.
3. Work with partners and stakeholders to harness and develop the resources of the Island to develop policies and community plans which will benefit local people in line with the council's aspirations and which makes best use of available resources.

Operational Management:

1. Hold accountability for the management of staff within the Adult Social Care and housing needs directorate. Develop a culture which demonstrates both a positive outlook and commitment to continuous improvement, in order to effectively meet the challenges in a time of financial constraint.
2. Ensure the delivery of robust financial planning policies and procedures that allow the directorate and council to conduct its financial affairs effectively whilst maximising the potential for income generation, whilst operating within its means.
3. In conjunction with heads of service, be responsible for developing a culture of collective and individual accountability for the overall performance management, risk management, people management and change management operations to ensure the capability of effectively delivering the Council's objectives.
4. Promote the development of effective policies in response to the changing demands imposed by legislation, government and service demands.
5. Take overall responsibility for the directorate's risk and reputation management by ensuring it operates in an open, respectful, accountable and democratic manner.

PERSON SPECIFICATION

KNOWLEDGE SKILLS AND EXPERIENCE

1. Significant senior strategic leadership experience and proven record of achievement in translating organisational drivers into strategic objectives and sustainable longer term strategy across a portfolio of services within an organisation of comparable scope, size and complexity.,
2. Proven leadership ability for developing and embedding vision and direction.
3. Evidence of sound financial management skills and proven track record of accountability for significant budgets and ensuring the delivery of services within agreed resources.
4. Evidence of continuing professional development that demonstrates up-to-date knowledge of legislation and best practice
5. Extensive knowledge of the major issues facing local government, the national policy context, requirements and future direction for service provision.
6. Evidence of developing and modelling a strong performance culture together with sound business and commercial acumen that has brought about demonstrable improvements in efficiency and value for money.
7. Clear evidence of personal leadership capability and how this has impacted on taking services successfully through challenging situations that encourages trust and respect, is ethical and self-aware.
8. Experience of developing strong links between professional groupings to bring together services linked by locality and liveability issues.
9. Evidence of successful experience in leading radical transformation of services from inception through to delivery.
10. Significant experience of creating, leading and sustaining partnerships both internally and externally to achieve shared objectives and synergies in service delivery.
11. Authority and credibility to work effectively in a political environment that provides evidence of developing and sustaining positive relationships with portfolio holders and other members.
12. Demonstration of successful delivery of integrated and co-ordinated location-based initiatives that have secured significant improvements to the local community.
13. Experience in persuading a wide range of stakeholders to work together , encouraging an organisational focus on the needs of the community.
14. Ability to manage multiple complex projects within statutory, constitutional and value for money requirements.
15. Accepts accountability and holds others to account for their performance.

QUALIFICATIONS

Evidence of high intellectual capacity, which may include one or more of the following:

- Educated to degree level or equivalent standard
- A postgraduate qualification in a related subject or equivalent standard
- Membership of an appropriate professional body