

HAY JOB DESCRIPTION

POSITION TITLE	Director of Integrated Adult Social Care		
LOCATION	County Hall		
REPORTING TO	Chief Executive		
SERVICE/SECTION/SCHOOL			
DATE OF EVALUATION		EVALUATED GRADE	L1
EFFECTIVE DATE OF JD	1 st April 2022	JOB NUMBER	H.0333

JOB PURPOSE

As the Director of Integrated Adult Social Care

- Operating as the Statutory Director, provide strategic leadership and direction to the functions and services associated with Adults (*Adult Commissioning and Integrated Adult Social Care Operations*).
- Promoting independence for individuals and working with partners across the NHS, Housing sector, Community & Voluntary Social Enterprises and Independent care provider sectors is key to improving the outcomes for citizens in Devon. Working in an integrated way across operational and commissioning functions with NHS partners with activity engagement in Integrated Care Systems and Integrated Care Boards.
- Inspire and nurture our workforce, hear the voices of our citizens and communities, embrace diversity, and be committed to creating and maintaining a workplace and county that is inclusive and safe.
- Work with your Strategic Leadership Team colleagues to lead and continuously shape the strategic vision and priorities for the organisation to achieve sustained and measurable outcomes for people and communities.
- Hold strategic responsibility and accountability for one of the Strategic Plan priorities contributing to collective organisational ownership and commitment.

CONTEXT

We want Devon to be the best place to grow up, live well and prosper. We want to listen, learn, improve and be curious and inclusive.

We are ambitious for Devon and committed to transforming the way we lead and work to improve outcomes for the people of Devon.

As a leader in our organisation, you will demonstrate the organisation's core principles and behaviours in everything you do and promote a positive culture of personal responsibility and accountability to meet the legal expectations, policies and frameworks for example Employment Law, Health and Safety and General Data Protection Regulations.

As a member of the Strategic Leadership Team, you will take collective ownership of the Council's vision, direction and priorities.

You will lead and collaborate well, make good decisions and use resources effectively to ensure the organisation thrives and is financially resilient.

You will be curious and committed to understanding the opportunities of new and emerging digital technologies, automation, and artificial intelligence in supporting the council to continually evolve, adapt and transform so that we can deliver the most effective services for the people of Devon.

As one of six high-level strategic reports to the Chief Executive, you will make a key contribution to the strategic leadership of the County Council and advise key Cabinet Members on policy and strategy.

RESOURCES

Finance	Gross Expenditure budget: £397.733 Million		
Staff		Assignments	Headcount
	Direct Reports - DCC	L3 Grade	2
	Direct Reports – Joint with CCG	AfC Grades	3
	Indirect HoS/Senior Manager Reports	L9 – L5 Grades	14
	All other Adult Social Care Staff	NJC/AfC Grades	1,309
		Total	1,328
Other	Nothing specific to add		

KEY ACCOUNTABILITIES:		%
1	Operating as the Statutory Director (DASS) provide strategic leadership and direction to the functions and services associated Integrated Adult Social Care.	15%
2	Work collaboratively with Strategic Leadership Team colleagues to provide collective organisation wide leadership and direction to deliver against the strategic vision and priorities; and hold individual responsibility and accountability for one of the strategic plan priorities.	15%
3	Build relationships based on mutual respect, trust and understanding and provide strong system leadership with partner organisations to meet the needs of Devon’s communities and improve services in the County.	10%
4	Create an inclusive, compassionate, welcoming, and high performing culture that values, respects and invites different perspectives and focusses on outcomes for people.	10%
5	Create an environment where learning and innovation thrive; actively seek out and test new ideas and technologies; embedding continuous learning and improvement.	10%
6	Understand the needs of Devon’s citizens and communities to design and shape effective and responsive services, and commission outcomes for the people of Devon.	10%

7	Hold shared responsibility and accountability with Strategic Leadership Team colleagues to create and champion public and social value for better outcomes and lower cost, seeking creative funding and investment opportunities to ensure financial accountability and resilience. Hold individual responsibility and accountability for service based budgeting and medium to long term financial planning.	10%
8	Contribute to the safe working of the authority through clear, robust and effective decision making. Understand and meet all relevant legislation, regulatory and governance requirements and undertake the Statutory role of Director of Adult Services.	8%
9	Develop strong working relationships with Elected Members and provide advice and guidance on areas of policy and strategy, ensuring that Elected Members are appraised about issues, risks and opportunities to enable informed decision making in line with the strategic vision and priorities.	10%
10	Deputise for the Chief Executive as required.	2%

It should be noted that the duties or tasks associated with of the post may change from time to time without altering their general character or the level of responsibility entailed and without affecting the grading of the post.

For all roles the job holder is expected to:

- Understand and lead to achieve the Council’s vision, direction and priorities
- Lead by example in line with the organisation’s core principles and behaviours
- Embrace the positive benefits of a diverse workforce and be committed to creating and maintaining an environment that is inclusive and safe
- Promote a positive culture of personal responsibility and accountability to meet the legal expectations, policies and frameworks for example Employment Law, Health and Safety, GDPR and Data Protection.

The above duties and activities associated with this job are neither exclusive nor exhaustive and the job holder may be called upon to carry out such other appropriate duties as may be required within the grading level of the job and the competence of the job holder.

KNOWLEDGE AND EXPERIENCE

Core knowledge and experience

Extensive experience at a senior level with the ability to lead, integrate and deliver multiple and complex services and functions.

Highly developed strategic leadership experience and skills, relating to others in a way that brings out the best in people, teams/groups and organisations.

Strong and evidenced commitment to professional and personal development and learning.

Experience of taking tough stands, bringing up "undiscussables" and openly dealing with difficult relationships and issues in productive ways.

The ability to think and act strategically and systemically, and to demonstrate and apply innovative solutions and ideas to improve working practices and service delivery.

Experience and ability to drive through efficiency savings and behaviour change and respond positively to changing circumstances.

Ability to lead and manage change in complex environments.

Experience in exploiting new opportunities and developing a positive performance management and improvement culture and extensive leadership and management skills including direct line appraisal meetings and Designated Officer responsibilities.

A strong collaborator who can develop productive relationships with politicians and senior stakeholders with a successful track record of working in partnership.

An in-depth knowledge and understanding of the current public sector reform and change agenda.

Excellent understanding of, and commitment to the role, vision and priorities of the County Council.

Curiosity and commitment to understanding the opportunities of new and emerging digital technologies, automation and artificial intelligence in the design and delivery of public services

Ability to absorb complexity and convey simplicity

Experience and knowledge of financial planning, management and accountability (Local Government)

Role Specific Knowledge and Experience

This post requires education to degree level or above, and/or an equivalent level of experience, in a Social Work, Health or Social Care setting; membership of an appropriate professional body; and a sustained track record and substantial experience at a senior officer level.

ORGANISATIONAL STRUCTURE



Director of
Integrated Adult So

CORE PRINCIPLES AND BEHAVIOURS

Devon County Council's Core Principles and Behaviours Framework can be found here: [Core Behaviours Framework \(Core Principles and Behaviours Overview\) - tasks and guides \(devon.gov.uk\)](#)

APPROVAL: I confirm this Job Description conveys a full and accurate description of the job and has been agreed with the post holder (where applicable).

SIGNED:
Phil Norrey, Chief Executive

Phil Dorrey

DATE 15 March 2022
