

Executive Director Adults, Wellbeing and Health Partnerships

Role Purpose

As a member of the Corporate Leadership Team, and a partner to Surrey Heartlands (SH) and Frimley ICSs, and as a standing contributor to the SH ICS Executive, this role will lead a portfolio of services which cover Adult Social Care, Wellbeing, Public Health and Health Partnerships.

The postholder will drive collaboration between the county council and health partners, facilitating change at a system's level to deliver on our joint accountabilities to improve care and wellbeing outcomes for Surrey's population. They will strive to ensure that a growing and connected system brings shared benefits to people in every part of the County. They will lead on our work to integrate our operational services and deliver our shared ambition to improve population health outcomes and tackle inequalities.

Strategic Leadership

Provide expert professional advice to the Chief Executive, Leader and member portfolio holder(s) as well as the wider Council, in relation to the agreed functions, accountabilities and performance areas.

Work collaboratively with Cabinet Members, partner organisations and the Corporate Leadership Team to deliver strong, consistent corporate leadership to the whole of the council.

Be accountable for the achievement of the Council's agreed overarching strategic goals and priorities, as well as the specific duties of the role.

Determine the most cost-effective use and deployment of resources to achieve corporate and functional objectives, ensuring compliance with statutory, regulatory and financial obligations.

Manage significant revenue and capital budgets and operate within the financial limits that are set for the service, including the delivery of savings and efficiencies.

Role model the values and behaviours of the county council, providing inspirational and professional leadership to staff, fostering a strong performance culture and a consistent focus on our customers and their needs.

Provide exemplary leadership in relation to diversity, equality and inclusion to ensure our residents' needs are met and that staff experience the council as a great employer and brilliant place to work.

Support our two ICSs to make strong joint decisions on health and care services which improve outcomes, reduce inequality and improve patient experience, whilst delivering the best possible use of public funds.

Work with partners, providers and commercial organisations to ensure that there is a buoyant, affordable, flexible care market across Surrey, enabling both public sector commissioners, as well as self-funders, to secure the support they need.

Build strong and meaningful relationships with the community, voluntary, charity and faith sectors, to ensure our residents, service users and carers receive the effective support and care they need in their homes and communities.

Drive transformational change, using innovation and creativity, to develop progressive service delivery models that can address problems upstream, promote prevention and early intervention, and make best use of emerging technologies.

Design and deliver meaningful engagement and consultation practice to ensure our residents, service users, carers and stakeholders can influence the design of our services, drawing on the capability of corporate teams

Look beyond the county's boundaries to identify innovative approaches and best practice nationally and internationally that could deliver improved outcomes for the people of Surrey.

Provide strategic and operational leadership and decision making as part of the Council's on call Duty Director rota, working with local authority, health partners and blue light services in the event of a serious incident.

Key Functional/Service Accountabilities

Adult Social Care (ASC)

Discharge the statutory obligations of the Director of Adult Social Services on behalf of the Council and set the strategic direction for adult social care in Surrey. Work collaboratively with partners to focus on prevention and early intervention, to reduce demand and improve outcomes for residents.

Provide accountable, professional leadership for the provision of adult social care services in Surrey in accordance with local, national, and statutory requirements, ensuring the delivery of effective social care support, safeguarding and protection services.

Embed a robust performance management and quality assurance model so there is a transparent understanding of the impact we are making for our residents.

Ensure that the Council meets its safeguarding duties, working in partnership with others to manage and mitigate risk as well as improve through shared learning.

Provide strategic oversight of ASC services ensuring relevant members and political and cross organisational delegation arrangements function effectively in the best interests of the Council.

Lead joint work between the county council and partners to integrate or align operational services at local 'place level' at the right footprint or geography (our towns and villages for example)

Ensure leadership and capacity is in place to respond to joint operational priorities with health, including major incidents and NHSE/DLUCH/DfE mandated response programmes.

Ensure the Better Care Fund and wider funding such as the social care workforce fund is targeted to enable people to stay well, safe and independent at home for longer and ensures effective discharge pathways out of hospital.

Integrated Commissioning and delivery

Work closely with Surrey Heartlands ICS and Frimley ICS to frame and embed a long-term, collective commissioning strategy across agreed client groups

Lead the implementation of an agreed commissioning model across the Council, and with Surrey Heartlands, to deliver improved outcomes for adults with poor mental health, learning disabilities and autism, those who are frail, as well as those that need continuing health care.

Build confidence in staff and partners to explore alternative models to deliver services and outcomes, using more agile partnership, contract, community and commercial approaches.

Develop a shared approach to risk management and work in partnership with others to improve the culture and behaviours that need to be in place to facilitate change at pace.

Build clear impact and measurement models so all partners can track outcomes, performance and Value for Money.

Comply with duties or functions required by NHSE/I.

Public Health

Ensure the needs of our residents, now and in the future, are expressed in a robust Joint Strategic Needs Assessment, and translated into clear joint Health and Wellbeing plans that are owned by all partners and residents, governed through an effective HWB and ICP.

Lead the development of a clear Health and wellbeing Strategy, engaging with partners and residents to ensure that it owned, valued and used to drive action.

Champion a population health approach, ensuring that best in class analytic capabilities heighten our ability to target interventions and action to the communities, or issues that we prioritise.

Ensure public health is embedded within the whole Surrey system, working positively with partners to drive improvements in the health and wellbeing of our residents and reduce inequalities in health outcomes.

Work in collaboration with national agencies to protect local communities from threats to their health through infectious diseases, environmental and other public health hazards.

Innovation

Encourage innovation in ASC and public health and into the ICS, acting as an advocate for transformational change.

Champion and drive the application of advanced digital, robotics and artificial intelligence technologies to capitalise their value for the workforce and improve outcomes for our vulnerable residents.

Be accountable for the delivery of new models of housing to promote independent living for older people, including those with learning disabilities, ensuring this is embedded in and aligned to the wider Estates & Asset Strategy for the ICS and Council.

Dimensions

Financial

Adult Social Care budgets circa £281m

Joint Commissioning budgets circa £240m

Public Health budget (funded through Public Health grant) circa £35m

Direct reports

Adult Social Care Leadership team

Director of Public Health

Health Integration Policy Lead

Person Specification

Education, training and work qualifications:

- High calibre degree or equivalent level qualification or ability to demonstrate intellectual ability of a significant level.
- Relevant professional qualifications required to fulfil the role of Statutory Director for Adult Services on behalf of the council.

Knowledge:

- Extensive knowledge of the issues facing local government and the wider economy and how they impact relevant service areas.
- Deep and up to date professional knowledge base of the key areas relevant to the role combined with a breadth of understanding across the portfolio.
- Authoritative insight into the relationship between different fields.

Skills and abilities:

- Able to provide authentic, visible, and inspirational leadership that drives system level change across organisational boundaries.
- Authoritative and influential with highly developed relationship management and networking skills, and the ability to foster joint working across service and organisational boundaries.
- Excellent conceptual and analytical thinker able to apply a significant degree of evaluative judgement and provide innovative solutions.
- Able to identify economic, market and customer issues and use these to promote innovative business models, commercial partnerships and agreements to deliver greatest value; and to embed a culture of value for money to meet strategic priorities.
- As a leader in their field, ability to develop leading edge strategies and represent the council at a national level.
- Political sensitivity with an ability to make progress in complex policy areas and a strong belief in the value of local democracy and accountability.
- Demonstrable commitment to Surrey County Council values, behaviours and equal opportunity policies, with an ability to demonstrate personal leadership on the importance of diversity.

Relevant experience:

- Substantial experience, evidenced by a solid track record of success, leading significant organisational functions or services at a senior level in a large, complex, devolved and dynamic organisation.
- Significant experience of proactively leading major change initiatives in a complex environment.
- Significant experience using advanced technologies and ways of working to optimise workforce resources and improve outcomes for residents.

Our Values and Cultural Outcomes

In addition to the qualifications, knowledge, skills and experience detailed above, you will also be expected to role-model the Council's Values and Cultural Outcomes through your behaviour with peers, colleagues, customers and partners, and set a great example to others on a day-to-day basis by doing so. This supports our purpose as a council which is to tackle inequality and make sure that no one is left behind.

Our Values mean that we care about:

- Our Residents
- Being Excellent
- Being Open
- Working Together
- Respecting Others

Our Cultural Outcomes describe how it should feel to work at the Council.

- We are an **inclusive and compassionate** place where we value diversity and can be ourselves at work.

- We are a **collaborative and trusting** place where we are open, trust each other and work as one.
- We are an **ambitious and outcomes-focused** place where we are passionate about our purpose and take accountability for delivering great results.
- We are an **inventive and dynamic** place where we promote a learning mindset and adapt to new insights and opportunities.

Other requirements

- Politically restricted officer post.
- Satisfactory DBS clearance.