

Færfield

Lincolnshire
COUNTY COUNCIL
Working for a better future



Applicant Pack
Deputy Director of
Adult Social Services

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Welcome letter from Martin Samuels

Thank you for expressing an interest in joining me and my senior team at Lincolnshire County Council.

The role as Deputy Director of Adult Social Services is both exciting and challenging. It is exciting, because Lincolnshire is a large and varied place, with a changing population, and has the partnerships and the resources to develop new approaches that enable people to lead what have been so aptly described as 'gloriously ordinary lives'.

The County Council is stable, whether politically, in its officer leadership, and financially. We have long-established and sound relationships with our partners, both in the NHS, our external providers, and our VCSFE sector. We have adopted a strengths-based approach and have taken significant steps to ensure that people who draw on care and support are enabled to maintain the maximum level of independence, and to exercise choice and control over their lives. These strengths were recognised last year, when the Care Quality Commission assessed the County Council as being 'Good' across the board.

There are certainly challenges too. The Lincolnshire population is somewhat older than the England average, and is aging rapidly – we expect the number of people aged over 85 to double within the next 15 years or so. We also have significant areas of deprivation, with rural and coastal parts of the county often having limited access to services and poor digital connectivity. And, like every other Local Authority in the country, we need to keep a close eye on managing our budgets to secure value for money and live within our means.

There is huge opportunity for someone with vision, expertise, and commitment to join a strong team here in Lincolnshire County Council. Having myself joined the organisation just over a year ago, I can vouch for the warmth of the welcome and the shared passion for enabling the people of Lincolnshire to lead their best lives. There is clear support for people to give of their best and to develop in their careers. As an experienced DASS, I have seen the benefit that people can gain from having access to development opportunities, and I am committed to doing all I can to ensuring that these opportunities are available to everyone in my team.

I would very much encourage you to review what you could achieve, and how you could grow, by joining us at Lincolnshire County Council, and I look forward to the opportunity to discuss our context and how you might contribute to the team.

Martin Samuels

Executive Director of Adult Care and Community Wellbeing

Lincolnshire County Council



Adult Care and Community Wellbeing

Working at the heart of our communities

What we do

We work with adults including older people, people with learning disabilities, people with physical disabilities and mental health needs. We are responsible for ensuring adults in our communities, their family and carers, are kept safe and provided with support to meet their needs.

In Lincolnshire we have a strong belief that prevention is key to future health. Our directorate includes Public Health colleagues who work to help people to stay healthy for longer.

Like all Local Authorities we face challenges. We are proud that we provide good quality services and strive for more creative ways of improving and developing partnership working with Health colleagues and care providers.

How we make a difference - our vision for Adult Social Care in Lincolnshire

Adult Care is in the business of people. People have challenges in their lives, but they also have success, strengths, aspirations and goals. The role of Adult Care is to understand who the people we work with are, what is important to them, what they aspire to and what they want to change. Our role is to build a relationship with people, understand what they wish to achieve and support them to have the best possible outcomes in their lives.

Personalisation is central to the Care Act 2014 and at the heart of our ethos. We want to support people to recognise their own strengths so that they can be active members of their communities and have ownership of their health and care.





JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Adult Care and Community Wellbeing	Job Ref Number: <i>To be confirmed</i>
Service Area: Social Work Operations	Grade: Senior Leader AA

Job Title: Deputy Director of Adult Social Services (Deputy DASS)

PURPOSE OF JOB:

This is a senior strategic leadership position that will drive the delivery of adult social care services, ensuring value for money and high-quality personalised services that meet the outcomes of people of Lincolnshire, supporting residents to lead healthy, fulfilling and independent lives, in line with the joint health and wellbeing strategy 2024 and Better Lives in Lincolnshire.

As Deputy DASS, the post holder will play a key role in the leadership of adult social care within the Council for the delivery of safe and effective services for adults in Lincolnshire in accordance with the directorate’s Target Operating Model and the legislative framework governing adult social care (e.g. Care Act, Mental Capacity Act, Children and Families Act and others). The main purpose of this role is to ensure that:

- People are safe, secure and connected to their local community
- People are enabled to maximise their own potential for remaining healthy and well
- People are empowered to live independently as possible in their own home, or close to home, with appropriate care and support
- Adult social care budgets are used as efficiently as possible in ensuring a proportionate service provision, in line with the Care Act 2014

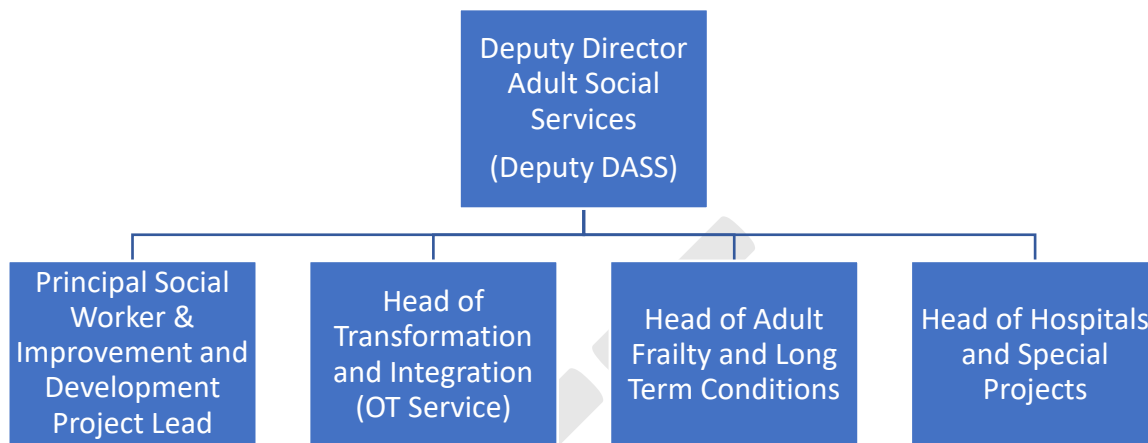
Working as the Deputy DASS, the post holder will represent the service at the Corporate Leadership Team (CLT) as required by the Executive Director. In contributing to the Council’s corporate strategy, the Deputy DASS will work collaboratively with other stakeholders to support and achieve strong ambitions and outcomes for people of Lincolnshire whilst optimising use of resources. Alongside corporate leadership team members, the post holder will promote and support the Council’s ambition for Lincolnshire to be the best place to live, work, visit and prosper.

The scope of this role requires the post holder to work with elected members, portfolio holders and partners to ensure compliance with the Council’s statutory duties and regulations, in delivering the overall purpose of this post which include:

- Leading the management of the care purchasing budget.
- Influencing and developing the council’s corporate strategy, leading corporate developments and effecting culture change.
- Working with NHS senior leaders to encourage and support an integrated approach to the planning, funding and delivery of frontline community health and social care services.

- Leading the service response and support to the Lincolnshire Safeguarding Adults Board to ensure that vulnerable people are safeguarded effectively.

TEAM STRUCTURE (UNDER REVIEW):



MAIN DUTIES:

1	Delegated authority to manage adult services and provide assurances to Executive Director, delivering against business plan and meeting financial and performance targets.
2	Provide strong and effective leadership both within and external to the Council to ensure good quality services and outcomes.
3	Lead and support a cohesive “One Council” team approach to the development and delivery of services.
4	Drive achievement of the Adult Care & Community Wellbeing business plan.
5	Instil strong budgetary controls and management, driving the annual savings programme.
6	Drive and embed a strong performance culture across all teams.
7	Ensure effective implementation of major legislative and transformational changes.

8	Provide sound strategic advice and guidance to the senior leadership team to ensure that the council's statutory duties are fulfilled.
9	Promote a strengths-based approach, with improved public engagement, outcomes for people and service user experience and an emphasis on co-production.
10	Develop and maintain a demand and capacity plan for the whole service to ensure that an appropriate complement of highly motivated and skilled staff are available to discharge the council's statutory duties on a day to day basis, in line with a workforce strategy.
11	Work closely with both Council and ICB commissioning teams to ensure the supply of a range of support services including accommodations that can meet the needs of Lincolnshire residents effectively.
12	Consolidate relevant learning from the CQC assurance framework assessment and process and ensure recommendations are implemented as part of an overall service improvement.
13	Ensure the service raises awareness of adult safeguarding across the community, in collaboration with Lincolnshire Safeguarding Adults Board and to put effective procedures in place for concerns to be triaged and safeguarding enquiries completed in line with "Making Safeguarding Personal" principles and in a timely manner to ensure lessons are learnt and service systems improved accordingly.
14	Contribute to the integration of services with NHS, playing a key role within the Integrated Care Board at Place and Partnership levels, developing integrated community services. .
15	Establish quality practice standards for all statutory functions and instigate a cycle of audit to recognise, celebrate and proliferate good practice and identify areas for further development and encourage innovation.
16	Ensure delivery of joint performance indicators and standards of practice with partners and multi-agencies.
16	Brief, support and advise elected members.
17	Maintain and build positive relationships with all key stakeholders.
18	Represent adult services and the council at local, regional boards and with partners.
17	Promote equality and diversity principles in service provision, workforce planning, service developments and all decisions impacting on practice and policy.
19	Contribute and lead strategically on the delivery of council-wide objectives and projects to support the council's corporate vision.
20	Contribute to wider corporate leadership and out of hours rota.

The duties outlined above are not intended to be a comprehensive list and will be subject to regular reviews and changes as required by Executive Director.

Person Specification

Essential Qualifications	
1.	Academic or professional achievement, which may include honours degree, membership of an appropriate professional body or technical qualification.
2.	Postgraduate - Programme or Project Management qualification e.g., MA, MSP, Agile, Lean etc or equivalent experience
3.	Current registration as a social worker with Social Work England.
Essential Experience	
2.	Proven track record as a senior leader with successful outcomes in large and complex adult social care organisation
3.	Experience of working in a political environment and demonstrating sound political judgement.
4.	Experience of successful collaboration with stakeholders and partnerships.
5.	Experience of managing regulatory services and /or inspection regimes.
6.	Experience of leading customer facing services.
7.	Experience of implementing innovative and effective business models and ways of working in response to changing priorities and resources.
8.	Experience in strong performance management, including management of under performance.
9.	Experience of operating with significant autonomy in decision making and control of service delivery and resource management, developing fit for purpose solutions both within the service and corporately.
10.	Experience of chairing and leading multi-disciplinary meetings.
11.	Strong understanding of the legislative context and experience of operating at a senior level in adult services or affiliated profession.
Essential Knowledge and Skills	
12.	Enhanced interpersonal skills, driving and operating services through challenge and influence, outside of the area of responsibility.
13.	Ability to build positive working relationships and trust.
14.	Ability to make decisions and apply sound ethical judgement.
15.	Excellent communication skills, confident public speaker and ability to produce high quality written work.
16.	Ability to operate sensitively and efficiently within a political environment.
17.	Significant understanding of the legislative and policy framework for the function and the ability to translate this across the organisations operation.
18.	Strategic thinker who translates this well into operational delivery.
19.	Ability to operate externally, working with, challenging, and influencing positively key partners and stakeholders to effectively represent the aims and objectives of the council.

20.	Strong option appraisal and cost benefit analysis skills to provide strategic direction within the relevant area of responsibility in an environment of reducing financial resource. Postholder will have strong financial acumen.
Other essential requirements	
21.	Commitment to equality and diversity.
22.	Commitment to health and safety.
23.	Display the LCC values and behaviours at all times and actively promote them in others.
24.	You will be required to take part in the 'out of hours' director rota.
25.	This is an essential car user post. - You will be required to provide a car for use in connection with the duties of this post and must be insured for business use. In certain circumstances consideration may be given to applicants who, as a consequence of a disability, are unable to drive.

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Lincolnshire: a place to live

One of the main reasons for joining Lincolnshire County Council is...well, Lincolnshire. With great schools, beautiful surroundings and affordable housing, this could be your ideal next move.

Alive with big open spaces that Lincolnshire is known for, including the famous Lincolnshire Wolds and 50 miles of coastline, there is probably more than you expected to our county.

From idyllic villages to the city of Lincoln, we have thousands of years of history meeting with a growing cosmopolitan university. Lincolnshire offers the perfect balance of opportunity, affordability and security. And we make sure you can make the most of it, giving you the flexibility to find your ideal work-life balance.

Not only is Lincolnshire one of the safest places to live in the UK, it's also one of the most affordable with average house prices up to 35% lower than the national average.

90% of our schools are rated outstanding or good and we have two growing universities, both of which have achieved gold awards for their teaching excellence.

It's not just about what's in our county that matters, with up to 9 trains per day to London and modern transport links, Lincolnshire is a gateway to the Midlands and East of England.



Lincolnshire County Council: a great place to work

At Lincolnshire County Council we offer a lot more than just the scenery. We have competitive salary packages, career progression opportunities and benefits such as lease car packages and a generous pension scheme. We also support staff with professional development opportunities, regular reflective supervision and protected CPD time.

Our staff have the benefit of flexible working policies and generous annual leave entitlements as we recognise that work-life balance is an essential part of living well.

So, if you're looking for a place that delivers quality of life and the chance for you and your family to grow **Lincolnshire might just be the place for you.**



Indicative timetable

Closing date for applications: Thursday 20 February 2025

Preliminary interviews: week commencing 3 March 2025

Final interviews: week commencing 24 March 2025

Contact information

We strongly recommend you speak to one of our retained consultants at Faerfield before submitting your application. They will be able to answer any questions you have about the role, and can give you guidance on submitting a successful application.

For an informal conversation about this fantastic opportunity, please contact:

Dawn Faulkner

Email: dfaulkner@faerfield.co.uk

Phone: 0121 312 3755

Rob Naylor

Email: rnaylor@faerfield.co.uk

Phone: 0121 312 3755

To apply

To apply for this job please visit www.faerfield.co.uk/lincolnshire and click on the Apply button at the bottom of the page. below and fill out the requested information. When prompted, please submit your CV and a Supporting Statement (no more than four sides of A4 each).

With your CV, please also provide the names and contact details of two referees, one of whom should be your current or most recent employer. Referees will only be contacted if you reach the final stages, and we will not contact referees without your permission.

Your supporting statement should express why you are interested in this role and what experience you can bring to the organisation. The statement should tackle the specific requirements of the role; outlining examples and outcomes showing how you meet those requirements.



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