

Role Profile

Role Title	Executive Director: Adult Services & Housing	
Reference Number/Grade	0003	ED1
Directorate	Adults & Housing	
Department		
Reports to	Chief Executive	

Role Purpose

This role is a member of the Senior Leadership Team providing system and organisation-wide leadership to drive public service reform and maximise the use of available resources for the benefit of Somerset. The role is critical to the transformation of the organisation and will provide corporate leadership, direction, and insight to shape and develop a council that is financially stable, acts with integrity; listens and empowers; makes evidence based and open decisions and is collaborative and enterprising.

The role holder will be expected to think strategically overseeing a range of service areas and functions, looking forward across a typical horizon of five years. This role leads a major and complex directorate that delivers a broad range of services that has a major impact across Somerset.

Corporate Accountabilities

- As part of the Senior Leadership Team, actively shape corporate strategy and ensure that the vision and priorities set out in the Council Plan and Business Plan are delivered whilst at the same time significantly reducing costs and re-shaping services, so that the Council builds a fairer, greener, resilient, more flourishing Somerset that cares for the most vulnerable and listens to residents.
- Ensure the directorate uses all available resources in the most efficient and effective way that represents excellent value for money, managing Directorate budgets and ensuring services are continuously improved to see if they can be delivered in a more cost effective and streamlined way.
- Ensure all directorates remove barriers and enable staff to be entrepreneurial and innovative, working with stakeholders across departmental and organisational boundaries to co-design inclusive and joined-up services that are efficient, effective, and meet the requirements of residents and communities.
- Inspire, motivate, and develop leaders and staff, to create an empowering, enterprising, collaborative, and listening organisation that enables staff to perform at their best and therefore both deliver excellent services to residents as well as retain and attract the best talent.
- Lead and model continuous improvement in the Council through considerable change and transformation across services, while ensuring continuity in performance, financial stability and ensuring statutory obligations are met.
- Align own area of the Council with corporate objectives while ensuring priorities and plans are met across a wide range of diverse services in the Directorate/Portfolio.
- Identify developments in the sector and beyond, creating innovative new approaches that illustrate an understanding of the 'system wide picture,' anticipating future issues and positively challenging current thinking.
- Develop world leading constructive relationships with a range of stakeholders including business, government agencies, community, local authorities, and community planning partners at both a local and national level.

- Act as a Place Leader, creating an environment in which the Council can jointly design, commission (if required), and deliver outcomes with partners, by unlocking barriers and monitoring the success of these partnerships.
- Support the Cabinet and Members in translating their political objectives and priorities into coherent initiatives to enable the delivery of services across Somerset, working within the appropriate governance structures.

Portfolio Accountabilities

- Exercise the statutory responsibilities as the Director of Adult Social Services (DASS) of the authority with responsibility for local authority social services functions in respect of adults, providing a key professional leadership role for staff working in adult social care services.
- Lead the strategic development of a range of services and functions (that will change and adapt as the Council evolves and matures) including:
 - Driving the strategic development, transformation, and delivery of social care services to adults. Driving the strategic development, transformation, and delivery of social care services to adults, whilst also having a strong focus on **housing** and tackling **homelessness**.
 - Providing effective whole system leadership and integrated commissioning, providing services for adult social care and health to meet the identified needs of services users who meet the eligibility criteria. with an emphasis on **prevention** and **safeguarding**
 - Delivering adult social care services within an integrated health and social care system across Somerset, promoting **system working** and supporting a sustainable **provider market**.
 - Creating an operating model, working across the Council, that will puts early help, intervention, and prevention at the centre of services
 - Ensuring all statutory obligations of the role are fulfilled, championing safe working practices, and ensuring safeguarding is at the heart of service provision, leading the assurance mechanisms that will demonstrate the quality of Adult and Health services to regulators.
 - The development and management of the council's housing related services to ensure that they meet the current and future needs of local communities. with a commitment to **co-production** with residents and stakeholders.
 - Leading on **assurance** processes to evidence the quality and effectiveness of services, and embedding co-production approaches in service design and delivery.

Knowledge / Skills / Experience required

- Seasoned professional in area of expertise, with a breadth of understanding of all areas that the role covers.
- Degree and post graduate qualifications in relevant disciplines, and/or leadership and management qualifications.
- Holds appropriate membership to professional body (if required).
- In-depth understanding of regulations/legislation and best practice within their area of specialism and the wider sector. Understanding of national and local government developments, policy, and emerging trends.
- Experience of leading a large directorate within a complex and diverse organisation, and leading constant change and transformation, establishing a mandate for change and inspiring the workforce to improve.
- Significant experience of leading diverse and multifaceted teams at a senior level, bringing activities together to achieve an aligned objective.
- Experience of working with key stakeholders including other public bodies and government.
- Excellent commercial acumen and financial management skills.
- Ability to use deep personal understanding of the agendas or motivations of others to keep them positively engaged, building behind the scenes support for ideas and initiatives.
- Ability to recognise and make use of alliances/relationships to gain support for the Vision and Plan for Somerset.

- Excellent knowledge of the impact of underlying demographic, social or political drivers, and understands the formal and informal politics at the regional and national level and what this means for the Council.
- Evidence of cultivating a high-performance, cost-effective culture, which delivers outstanding outcomes, through a variety of mechanisms, including structure, working methods, contracts, etc.

Dimensions of role

- The role will be leading a directorate for the Council, developing a vision and leading strategy.
- Significant financial oversight as part of the role, typically managing an annual budget of £100m - £500m.
- Planning will be over a multi-year horizon.

Working Conditions

Working conditions do not have a material impact on the nature of the job once all reasonable actions have been taken to moderate or eliminate them.

Working Arrangements

- The role is politically restricted.
- An Enhanced Disclosure and Barring Service check is required.

Date	30/04/24
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