



# Executive Director – Adult Social Care and Health Partnerships

**Directorate:** People – Adults Services

**Reporting to:** Chief Executive

**Grade:** Local Scale Band A

**Salary:** £129,375 - £144,900

**Location:** Flexible

**Hours:** 36.00

## About the role

- Provide strategic leadership, direction, and where applicable, management across Adult's Services including:
  - Adult's Social Care
  - Commissioning
  - Public Health
  - People and Communities incl. Health Improvement, Welfare Rights and Debt Advice and Housing Services.
- Contribute to the corporate leadership of the Council, operating as a member of the Corporate Management Team. Providing strategic leadership, direction and service expertise to the City Mayor and Elected Members in the development and delivery of the Great 8 priorities.
- As a key member of the Executive Leadership for our Salford Care Organisation the role is expected to maximise effective integrated service delivery and ensure the responsibilities of the Care Act are delivered through the care organisation and delivered effectively, innovatively and with people at the heart.
- Lead and achieve a people-centred, values based and inclusive organisational culture that promotes innovation and creativity, nurtures growth and focuses on developing and maximising potential to improve services.
- Ensure our residents voices are sought and allow contribution to and influence over strategy and policy.



- Develop and lead a high performing and high impact services designed for and with the residents of Salford.
- Champion the rights of vulnerable adults across Salford and ensure their voices are at the heart of the council and care organisation's approach and embedded throughout our ways of working.
- Lead the council and care organisation's functions across Adult Services and fulfil the statutory requirements on behalf of the Council as the Director of Adult Services as required by the Care Act 2014.
- Build teams and cultures that strive for excellence considering best practice, innovation and preparedness for success at CQC assurance visits.
- Take lead responsibility for ensuring vulnerable adults in Salford are safeguarded through robust multi-agency arrangements and that safeguarding frameworks and protocols are adhered to throughout the directorate, ensuring all relevant legislative and statutory obligations are met.
- Build dynamic and trusting relationships providing strong system leadership with partner organisations to meet the needs of Salford's communities and improve services in the City.
- Lead on engagement with all relevant partners and stakeholders across the public sector, to integrate services around the needs of residents, to ensure that identified priorities and cross cutting strategic objectives are successfully achieved.
- Embed positive leadership behaviours within a continually developing cultural environment, inspiring direct reports, and others to uphold the Council's strong values and leadership behaviours.
- To effectively manage and be accountable for adults' social care operational and commissioning budgets, including effective integrated commissioning with the NHS, with a view to improving outcomes for local people, promoting choice, independence and control and ensuring financial sustainability for the council and integrated care arrangements over the long term.
- Own strategic relationships with partners, local communities and key stakeholders working together to deliver a high quality, compassionate and caring services that support the values and objectives of the City, promoting prevention, early intervention and resilience in order to improve outcomes for local people.
- Take lead accountability for effective financial leadership of directly supervised Adults services, ensuring that all services are delivered within budget and that available resources are used to best effect.
- Work in partnership with the Director of Children's Services to ensure services are seamless on an all-age basis, with particular attention to times of transition and to a partnership approach to meeting the need of adults who are also parents.
- Work in partnership with the ICB Operational Delivery Lead in Salford to further



develop integrated care arrangements in the context of the developing Greater Manchester Integrated Care System.

- Ensuring robust and effective corporate and integrated care governance, financial, performance and risk and assurance systems and processes are in place.
- Leading and developing the Adult's Services directorate leadership team to build broader organisational capability.
- Promoting the Council's delivery of a strong digital first approach, encouraging the use of new technologies as part of a channel shift to deliver lower cost, more accessible and effective services and to gather insight and feedback that promotes further improvements.
- Through personal example, commitment and action develop an inclusive, supportive, and constructive environment where everyone is treated with dignity and respect and diversity is valued in the workplace, in service delivery and communications.
- Undertake duties as part of the Emergency Planning and business continuity rota.

## Key outcomes

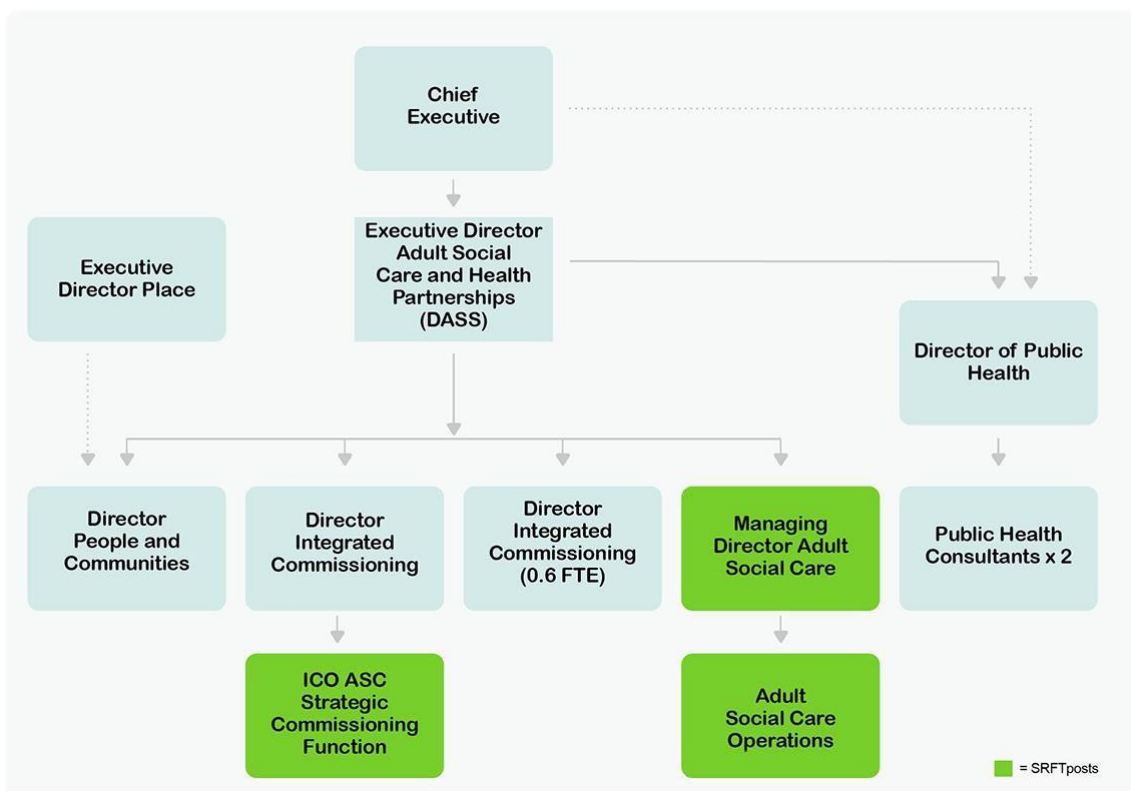
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- Provide visible, strategic leadership for Adult Services, which embodies the City Council's leadership behaviour framework, and develops a culture that promotes innovation and creativity in service transformation and delivery.
- Through professional line of accountability and line management of the Managing Director for Adult Social Care Operations provide assurance on the statutory duties and progress of the delivery of adult social care operations through the ICO.
- Work with partners and communities to promote a whole systems approach to drive effective action on bridging the gaps in health inequalities, to improve health, wellbeing and independence for local residents.
- Ensure the continued development and implementation of policies and strategic objectives for the city and in particular all adult's services.
- In partnership with the statutory directors of children's services (DCS) and public health (DPH) provide strategic leadership to Council priorities impacting on people and communities' including commissioning intentions and decisions.
- Work with partners to ensure that integrated commissioning strategies and services result in the cost-effective use of resources and needs led service delivery to address the wider determinants of health inequalities.
- Develop positive and effective relationships with Elected Members and support the Lead Member for Adult's Services to ensure that Council policies and priorities are implemented across the organisation.



- Foster key strategic relationships across the Greater Manchester Combined Authority (GMCA), locally, regionally, and nationally. Influencing and inspiring high-level senior stakeholders, including government departments, public bodies, businesses, and community groups, establishing credibility to realise new opportunities and to enhance services and outcomes for residents.
- Continue to lead, build, nurture, and sustain effective multi-agency partnerships across the locality, ensuring the delivery of needs-led, integrated, joined-up, fit for purpose and responsive services.
- Support the implementation of digital transformation to deliver the most effective ways of working.
- Develop and maintains a workforce with the capacity and capability to deliver on the agenda for Adult Services and develops a culture that promotes innovation and creativity in service transformation and delivery.
- Plan, monitors and review the adult services budgets, providing ongoing scrutiny to ensure that services are provided within budget and show value for money and are effectively managed.

## Structure Chart



- Chief Executive
  - Executive Director Place
    - Director People and Communities

- Executive Director Adult Social Care and Health Partnerships (DASS)
  - Director People and Communities
  - Director Integrated Commissioning
    - ICO ASC Strategic Commissioning Function
  - Director Integrated Commissioning (0.6 FTE)
  - Managing Director Adult Social Care
  - Adult Social Care Operations
- Director of Public Health
  - Public Health Consultants (two roles)

## What we need from you

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- A passion to deliver the best services for the residents of Salford.
- Proven record in making a difference to communities.
- Demonstrate personal leadership qualities – be inspirational, collaborative, and creative in solution development; show ambition and drive for the city and its people; be people centred and values based showing integrity, kindness, and compassion for others.
- Proven achievement of leadership success across a similar portfolio of services within a complex organisation with comparable scope of social impact, resource, and accountability.
- Politically astute with an understanding of the elected mayoral model of governance.
- Breadth of knowledge of the legislation and statutory obligations and major national policy developments in adult's services, health and local government.
- Knowledge and clear understanding of the challenges facing adults's services, operationally, strategically and politically.
- Knowledge of the key areas of work across GMCA and public service reform.
- Experience of operating effectively and openly within the democratic process with the political acumen and skills to develop productive working relationships with elected members that builds respect, trust, and confidence.
- Ability to develop strong relationships with senior leaders from a range of public and private sector organisations.
- Successful experience of creating and maintaining effective and influential partnerships, working collaboratively at a senior level.



- A history of promoting and delivering proactive, and innovative solutions to deliver inclusive and equitable outcomes to address any inequities that exist.
- Skilled communicator who communicates with clarity, conviction, and enthusiasm both verbally and in written reports and is able to demonstrate integrity, create rapport and build trust and confidence.
- Ability to translate complex ideas and information into meaningful and 'user-friendly' information; 'tell the story' to bring people along and ensure all audiences understand the key messages.
- Understand and work within the bigger picture and broader context and able to translate overarching plans to a local setting.
- Experience of successful strategic and operational resource and budget management, including the evaluation of competing priorities and the application of rigorous but appropriate management control arrangements.
- Extensive leadership experience and evidence of ongoing professional and personal development which might include a management qualification.
- Whilst not essential an appropriate professional qualification / accreditation is desirable.
- Ability to provide visible and supportive leadership, empowering, enabling, motivating, and developing the workforce and fostering a positive organisational culture.
- Being open to learning and sharing your knowledge and skills with others; providing coaching and support to others to help them achieve their objectives and potential.
- Personal and professional integrity and credibility that establishes respect, trust, and confidence.
- Model and demonstrates the City Council's values and leadership behaviours, creating a shared purpose and positive permission culture that enables people to thrive through development, involvement, and well-being.

## What we can offer you

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Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any



informal learning available to you during the course of your work.



- **Developing your leadership skills**

We want to equip our leaders with the knowledge, skills and behaviours outlined in our #LeadingSalford behaviour framework. Our aim is to support you to lead highly engaged, motivated teams in today's rapidly changing environment. We provide a range of core master classes designed to help you meet the expectations that we have of our Salford leaders. In addition, we also provide support with the essentials including our Management Essentials programme, Health and Wellbeing at Work, Strengths-Based Conversations, and Financial Skills for Non-Financial Managers.

- **Online learning**

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, Safeguarding Children and Adults, and Safer Recruitment. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

- **Professional development**

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](#) website.

- **A digital organisation**

- **Developing your digital skills**

Our ambition is to ensure that our workforce have the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea website](#).





# Our vision and priorities

## Our vision

The council has a vision is to create 'A fairer, greener and healthier Salford'.

To help us achieve this vision we have identified some key priorities to tackle the problems people in Salford are currently facing, the Great Eight.

## The Great Eight are:

**Tackling poverty and inequality.**



1

**Creating vibrant places and spaces.**



2

**Tackling the climate emergency.**



3

**Skills and education (A Learning City).**



4

**Affordable housing and reducing homelessness.**



5

**Promoting transport and digital connectivity.**



6

**Creating an economy for all.**



7

**Tackling health inequalities and providing the best possible care.**



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## Our organisation's values

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To achieve this vision, we have a strong set of values. *Pride, Passion, People and Personal Responsibility* which capture the spirit and ambition of the city and inform the way we operate. They influence our choices, behaviours and how we make decisions and do things. Living the values day in and day out creates a supportive environment which allows us 'to be the best we can be' and achieve our vision. To explore these in more detail click on the visual.

## Our values



**Pride**

**Passion**

**People**

**Personal responsibility**

## Our leadership behaviours

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### As a values-based leader you will:

- Model the values and embed them into the way your team delivers services.
- Hold people accountable for demonstrating the values.
- Respect and care for others, treating everyone fairly, valuing, and welcoming diversity, respecting people's identity, listening and acting on the things people say to enable everyone to achieve their full potential.
- Be honest, taking responsibility for your actions and decisions.
- Use resources that you are trusted with wisely .

### To lead others you will:

- Listen to understand, not to defend.
- Give people the freedom to use their initiative.
- Provide opportunities for people to discuss and solve problems and issues – focussed on learning not blame.
- Regularly provide coaching and support to others to help them achieve their objectives and potential.
- Appreciate and build on people's strengths.
- Motivate, engage, encourage and inspire others in order to be the best they can be.



- Build lasting productive relationships with residents, partners and elected officials.

### To lead outcomes you will:

- Be visible, inject pace, vigour, and purpose.
- Expect high standards; mediocrity is not acceptable.
- Take an evidence and whole system approach in making decisions.
- Maximise technology and models to deliver quicker, easier, better services.
- Have a digital mindset, fully utilising digital systems, and solutions to deliver services efficiently and effectively.
- Set context and challenging goals that will motivate people to take ownership, maximise performance, and develop.

### To build and communicate a vision for the future you will:

- Be optimistic and ambitious for the city and its people, helping others to understand the need to change how we do things.
- Build strong collaborative relationships to find creative ways to make services more sustainable and flexible.
- Recognise and value the strengths of people and places, taking a strengths-based approach to make the most of opportunities.
- Support people through change, in undertaking new things, and taking risks.
- Take a place and whole system approach in designing, delivering, and leading services developing solutions with our partners.
- Ensure inclusion is integral to service delivery and organisational performance and develop a resilient, diverse workforce who reflect the increasing diversity of our city.
- Be optimistic and ambitious for the city and its people, helping others to understand the need to transform public services.

## Application guidance

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We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

