

Job Title: Area Director

Grade: PS15

Reports to: Executive Director of Health, Wellbeing & Adult Social Care

Directorate: Adult Social Care

Date: October 2019

Role Purpose

The Area Director will be part of the Council's extended leadership team charged with transforming the way the organisation operates so that it can deliver great services to residents.

Reporting to the Executive Director of Health, Wellbeing & Adult Social Care, this role will play a key part of the council's transformation agenda to deliver innovative solutions to the challenges facing local government and improved services for residents. The role will play a key part in improving the lives of the people of Surrey within the available resource envelope.

The role will manage the delivery of a range of adult social care services in a designated geographical area of Surrey to improve outcomes for adults with disabilities and older people, providing operational leadership across Adult services on key areas of social care practice to ensure that residents/individuals and their families receive the highest quality of provision.

This role will be a member of the adult senior leadership team contributing proactively to directorate strategy, and playing a key role in improving outcomes for residents of Surrey through the strategic leadership and delivery of social care services in designated locations. It will work collaboratively with internal and external partners.

This role has particular responsibility for working directly with CCG colleagues to address social care commissioning, integration of health and social care services for the population served by the CCG. The post holder will collaborate with NHS colleagues on the county's 10 year strategic vision for health and wellbeing and its integration agenda.

Strategic Leadership

To provide strong, visible leadership and engage with staff to facilitate the generation of ideas and delivery of new ways of working to support transformation, using exceptional leadership skills to secure delivery of effective and sustainable services in a challenging financial environment.

To work collaboratively with the leadership team of the Directorate and the stakeholder stadium to deliver the objectives of the Surrey Vision.

To provide inspirational and professional leadership to staff, fostering a strong culture of standards, performance and accountability to deliver public value and efficiency.

To be a role model of the council's behaviours and leadership expectations, and ensure that all approaches and outcomes are consistent with organisational and public service values.

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

To determine the most cost effective use and deployment of resources to achieve corporate and functional objectives, ensuring compliance with statutory and financial obligations, and that effective systems operate to manage performance and risk.

To work inclusively with a diverse range of stakeholders and provide leadership on equality issues to promote equality of opportunity.

Key Service/Functional Accountabilities

To lead and manage locality and hospital based teams providing a range of adult social care services, ensuring that assessment and interventions are delivered at the right time, promote independence and improve outcomes for individuals and their families/carers.

To lead and manage a service that has the safeguarding of vulnerable adults as its key priority and ensure Surrey delivers quality services that provide opportunities for Surrey residents to enjoy a better quality of life and be protected from harm and injury.

To actively promote excellence in adult social care practice that actively promotes people's independence and wellbeing, through personalised care and support that focuses upon their strengths, the outcomes they want to achieve and enables choice and control.

To lead the development and execution of Surrey County Council organisational strategy focusing on integrated, outcome based commissioning to protect and safeguard the vulnerable people of Surrey.

To be the key interface between Adult Social Care, District and Boroughs along with a Surrey CCG focusing on commissioning and operational delivery at a population and individual level.

In line with the service's transformation and improvement plans, to lead on the commissioning of services that promote independence, use resources as investments to improve outcomes for the individuals; building the right community capacity and ensuring access to universal services, including employment.

To contribute to the operational leadership and strategic development of the service as a member of the Adult Leadership Team to improve the performance and quality of services

Dimensions

- **Financial**
Direct control of locality budgets £43-50m
- **Direct Reports**
See below

Knowledge, Qualifications, Skills and Experience

Person Specification

Education, training and work qualifications

- Degree or equivalent level qualification or ability to demonstrate intellectual ability of a significant level.
- Evidence of continued professional, managerial and personal development in relevant professional area.

Knowledge:

- Knowledge of the issues facing local government and the wider economy and how they impact relevant service areas.
- Knowledge of the key functions, activities, processes, systems and services of the NHS and issues facing it and how these impact local government
- Up to date professional knowledge base in relation to Social Care and Health Service provisions for adults to demonstrate deep insight into the relationship between different fields.

Skills and abilities:

- Ability to balance strategic leadership and direction with effective operational management.
- Ability to foster an open and trusting culture with the ability to lead change through others and inspire high levels of performance.
- Authoritative and influential with outstanding relationship management and networking skills, and the ability to foster joint working across service boundaries.
- Excellent 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.
- Proven ability to ensure tight controls of finance, resources and contracts to meet strategic priorities when others are jockeying for resources.

- As an expert in their field, ability to advocate and influence local and national policy development and represent the council at a national level.
- Political sensitivity and commercial acumen with an ability to make progress in complex policy areas and a strong belief in the value of local democracy and accountability.
- Commitment to Surrey County Council's values and behaviours and equal opportunity policy, with an ability to demonstrate personal leadership on the importance of diversity.

Relevant experience:

- Substantial experience, evidenced by a solid track record of success, as a senior manager of social care services with a broad background in adult services and a track record of successfully delivering service improvement.
- Successful track record of managing commissioning activities in a large, complex, devolved and dynamic organisation.
- Substantial experience of working with Councillors and at Cabinet and Management Board levels, effectively working across services and functions
- Strong track record of partnership building and driving value for money.

Other requirements

- On call – to participate in the ASC on call rota and to be available if required to maintain key service delivery and in the event of a serious incident
- Politically restricted officer post.
- This post is subject to DBS requirements.

Mid Surrey

