

Job Profile

Job Title: Strategic Lead Children and Young People North London Councils

Job Grade: Level 6 Zone 1

Salary Range: £64,086 - £76,802

About North London Councils Programme

This role is for the **Strategic Lead Children and Young People North London Councils**. You will be part of the North London Councils Partnership team working on behalf of the Councils Barnet, Camden, Enfield, Haringey and Islington – the team is hosted by Camden Council.

The Partnership leads on a range of cross Council programmes related to health and care and are leaders in shaping the local authority input into the Integrated Care System (ICS) in North Central London.

The Partnership is a high profile, high performing team that is a key strategic partnership between the 5 Councils. In 2021 we won a national LGC award demonstrating the impact of our work.

About the role

We are recruiting a dynamic and motivated system leader who will help shape the 5 North London Council's role in the ICS and will develop joint areas of work that are of mutual benefit to the Councils. This role will continue and further develop an existing programme of work developed by the 5 DCS' to define and deliver strategic change. The role will understand and influence commissioning of CYP services on behalf of North London Councils and ensure that the voice of local government is heard, including through providing constructive challenge to partners. The role is initially one year as its' purpose is to demonstrate that we can deliver meaningful change for CYP through collaborative work at scale across NCL – which if successful is likely to lead to the role being extended.

The key priorities for this piece of work are the following:

- CAMHS service development
- Looked after children's health and wellbeing
- Outcomes for children with SEND, including access to assessments and therapies
- Safeguarding arrangements for designated nurses and doctors
- Continuing Care

Each of these priorities has been included in the NCL Population Health and Integrated Care Strategy, meaning each Council and NHS partner has committed to these as areas for meaningful transformation. In addition, DCS have developed ambitions against each priority area setting out the case for change. The SEND priority is likely to be a particularly high profile area of focus as 4 of our boroughs have been selected as the Regional Expert Partners for London in piloting proposals put forwards by DfE in its' SEND and Alternate Provision Improvement Plan, bringing additional resource into NCL.

Your role will be to work with the 5 DCS' and system partners to agree sequencing of the priorities, action plans and provide support to local leads to deliver this change, identifying actions to take at both borough (place) and sub-regional (system) level, with the expectation that the majority of focus will be at borough level. The role will likely lead on delivering some of the sub-regional actions and in supporting shared learning between boroughs. Through all of this work you will identify and consistently articulate the opportunity to improve outcomes for CYP against each priority.

The role will also undertake various functions within the Integrated Care System on behalf of the DCS, such as:

- Raising the profile and championing the needs of CYP and families across the range of ICS forums and structures.
- Understanding the current health and care service landscape and influencing positive changes
- Representing the 5 DCS on various pan-NCL developments that impact CYP and families – including working as part of the Population Health and Integrated Care Delivery Group – a joint forum across the ICB and Councils supporting implementation of the strategy
- Identifying shared priorities across the 5 Councils which are better tackled together
- Acting as the strategic point of contact and liaison for ICS issues that impact across the 5 NCL Borough Councils' Children & Family Services.

The role will provide significant additional capacity to DCS to understand developments in the NHS impacting on children and young people and will provide a strong voice for local authorities into various ICS boards and structures, scrutinising documents including plans, reviews, strategies and reports. The role will brief the DCS' on areas to consider at NCL and Borough level and where needed develop Council responses to proposals to influence ICS developments to reflect the priorities of each borough.

The role will develop strong networks with staff across the 5 Councils and NHS partners and will work across the system to deliver projects and programmes of work and support shared learning. The ability to form credible relationships and act as a system leader will be critical to the success of this role.

The role will work closely with senior leaders within the system, most notably through supporting the regular NCL DCS forum that will oversee the programme of work. The role will prepare reports, briefings and cases for change that demonstrate strategic oversight, and expert advice and guidance tailored to different audiences that will drive forwards the delivery of the programme, recognising the common and different drivers of the 5 Councils as well as wider stakeholders, such as health colleagues and providers.

Throughout the delivery of the duties outlined here the role will provide and receive highly complex, sensitive and contentious information, presenting it to a wide range of stakeholders in formal and informal settings.

About you

We are looking for an emerging leader who is looking to further develop their skills, experience and impact in delivering complex change. You will benefit from direct exposure senior local government officers and politicians across five local authorities. You will bring an ability to think strategically, persuade, negotiate and influence a complex and evolving local agenda – using your skills to bring change about with partners - far more than relying on traditional programme management approaches. You will use your knowledge of the health and care landscape to develop proposals that yield benefits for the local authorities, NHS partners and most importantly local residents, within a challenging financial climate.

To be successful in this post, you will be excellent at building credible relationships and networks across a wide range of stakeholders across the 5 Councils and NHS partners. You will be experienced at working collaboratively and successfully across agencies to deliver improved outcomes and will be confident in your ability to act as a systems leader, developing excellent partnerships and inspiring confidence in stakeholders and staff at a time of significant change. You will be able to deal with conflicting views at a senior level including offering pragmatic and palatable solutions. You will be confident at analysing health and social care datasets to support a deeper understanding of local services and using your knowledge to identify and articulate priorities for change.

You will be educated to degree level or equivalent, potentially with a professional qualification in health or social care. You will need extensive knowledge of social care and health commissioning and have a good knowledge of children's services, including relevant legislation and a sound understanding of both the NHS and local government statutory and non-statutory functions. You will have experience of dealing with and analysing information whilst under pressure, and of effectively communicating this information to others in oral or written form. You will also have experience of writing and presenting policy and strategy to inform others about relevant issues and recommend appropriate future action.

Knowledge

1. Educated to degree level or equivalent, potentially with a professional qualification in health or social care
2. Detailed knowledge of legislation and legal regulations in relation to child protection and children's services.
3. Knowledge of health and social care commissioning

Experience

1. Experience of commissioning and ensuring value for money and maximum impact on outcomes.
2. Experience of managing programmes, portfolios or projects collaboratively and successfully across agencies to deliver improved outcomes.
3. Experience of dealing with and analysing information whilst under pressure, and of effectively communicating this information to others in oral or written form.
4. Experience of managing complex commissioning or service delivery arrangements for children's services and of delivering savings through commissioning and / or programme management.
5. Experience of writing and presenting policy and strategy to inform others about relevant issues and recommend appropriate future action.
6. Experience of developing a compelling business case for change
7. Experience of being an effective leader and project manager, motivating stakeholders, achieving outcomes and improved performance.

Work Environment:

The role will be delivered flexibly through a mix of home and office working with at least one day at the office at 5 Pancras Square per week as well as additional in person meetings across north London as required.

People Management Responsibilities:

The role will not line manage any staff initially, though as priorities are identified it is possible that we will invest in further capacity. The role requires exceptional partnership working across organisations and will lead a programme of work across the 5 Councils requiring strong leadership skills to ensure delivery. As a key leader in taking forward system wide work to improve outcomes for children and young people the role will be responsible for agreeing actions and resourcing across partners (matrix management).

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

Diversity & Inclusion

We value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

Asking for Adjustments

We are committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG.