

Job Profile

Job Title: Head of Learning Disability, Autism and Mental Health Commissioning
Job Grade: Level 6 Zone 2
Salary Range: £82,140 - £91,682

About Camden

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. We're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

About the role

The Head of Learning Disability, Autism (LDA) and Mental Health (MH) Commissioning is a member of the Adult Social Care (ASC) Senior Management Team (SMT) and will report directly to the Head of ASC Strategy and Commissioning/Deputy Director of Adult Social Services. ASC is part of the Supporting People Directorate within the council. The role will be instrumental in coordinating the commissioning of services in Camden that relate to LDA and MH, coordinating partnerships across health and care systems, and work closely with Public Health and the NHS. A strong commitment to co-production, a clear focus on equalities and an ambition to lead with imagination are all key features that the post holder will bring to the role.

The postholder will be expected:

- To lead substantial areas of commissioning care and support services on behalf of the directorate, with a focus on LDA and MH including accommodation and community-based services
- To lead as a senior manager with other heads of service across the department and across agencies to implement all aspects of the adult social care agenda in order to improve outcomes for all residents drawing on care and support
- To take a lead role in developing commissioning frameworks, systems and processes for the directorate and the wider adults and health partnerships
- To develop, secure and lead effective governance and partnership working arrangements, and in particular to promote effective joint working across sectors and with partner organisations
- To lead change programmes and service redesign as required by the directorate
- To contribute to the overall leadership of the directorate through membership of the Extended Leadership Team, and deputising at Departmental Management Team as required
- To lead the development and implementation of an appropriate strategic commissioning framework for the Supporting People Directorate and key local partnerships, in particular those aligned with health
- To ensure the effective, quality and safe delivery of commissioned services for adults in relation to the Care Act and other relevant legislation
- To have oversight of commissioned services ensuring they are delivering positive outcomes for people, and meeting the quality standards as set out by ASC.

- To work cross-department, council and with key external stakeholders to gain insight into the needs of the Camden resident population alongside the future financial position to inform the planning and development of both short and long term commissioning plans

About you

Qualifications

- Formally educated to degree level, or demonstrable equivalent level of experience working at a senior level in a specialist area of LDA, MH or ASC more broadly

Technical knowledge

- Extensive specialist knowledge of commissioning and/or provision of LDA and MH services, including accommodation and community-based provision
- Knowledge of key legislation, including national and local policies, in relation to LDA and MH commissioning
- Knowledge about commissioning services for adults with complex needs, including people with mental ill health, those with learning disabilities, autistic residents and people experiencing multiple disadvantage

Experience

- Effective leadership and management skills to ensure that all staff within the service receive effective support and supervision, appraisal and performance management as well as training and professional development
- Ability to manage complex budgets for the service and demonstrate effective use of resources, including both human and financial, across health and social care funding streams
- Ability to lead the development and implementation of systems and processes to:
 - support the appropriate commissioning and procurement of services compliant with Council Contract Standing Orders, procurement legislation and in line with innovation and best practice
 - support the effective contract performance management and evaluation of commissioned services, including best value procurement of services
- Ability to lead complex contract and inflationary negotiations with a range of providers
- Work with highly complex data, facts and analysis to promote decision making, for example in the development of commissioning plans to meet future demand
- Act in a way that is compliant with Council Contract Standing Orders and Standing Financial Instructions in the discharge of all commissioning and procurement responsibilities
- Develop, promote and lead innovative strategies that enable best value and outcomes for residents, with co-production and equalities embedded throughout

Work Environment:

The office base will be primarily 5 Pancras Square with travel across the Borough to team locations, provider and NHS offices, as well as other local authorities in London where required. There may be some opportunities to travel outside of London to attend workshops, conferences or engage with colleagues to explore other areas of practice regionally and nationally.

People Management Responsibilities:

The postholder will provide professional expert, technical and management support to officers. This will include supporting staff through regular team meetings and supervisions. It will also include managing ill health, managing attendance and managing performance. The postholder will provide direct line management to 3 x Strategic Commissioners, who are in turn responsible for a team of Commissioning Managers, a Contracts and Commissioning Manager and a Commissioning Support Officer.

Relationships:

The post holder will be responsible for fostering close working relationships between ASC, the CCG, local NHS partners and providers.

The post holder's team is responsible for commissioning LDA and MH care and support services, including supported living and accommodation. The team also commissions community and floating support, services including homelessness health, preventative services, advocacy, employment and organisations in the voluntary and community sector.

The post holder will be responsible for excellent working relationships across Adult Social Care and the Council, including Housing, Public Health, Public Health Commissioning and the Integrated Care Board. They will utilise knowledge and insight to positively influence Members, including the Member for Health, Wellbeing and Adult Social Care. The post holder will seek to develop new partner organisations and further strengthen existing relationships with external partners. Particular emphasis is placed upon working closely with partners to facilitate the continued integration of health and social care, including building effective partnerships and relationships with key partners in the Integrated Care Partnership, and working closely with ASC's strategic operational partners such as the local mental health trust. They will work closely with the CQC and other regulatory bodies, seeking continuous service improvement.

In addition, the postholder will be required:

- To lead on strategic policy development, provide policy briefings, reports and advice for Senior Management Team (SMT) and Departmental Management Team (DMT), lead members, councillors, providers, partners and other stakeholders
- To ensure the views of key stakeholders contribute to the commissioning process, including our residents who draw on care and support, and to play a leading role in partnerships with the wider council, providers, health and voluntary/community sector organisations
- To establish, maintain and improve relationships with providers, promoting a culture of continuous improvement across commissioned services
- To establish, chair and participate in a range of working groups, representing the service and council more widely in both internal and external forums
- To lead the development, implementation and delivery of identified projects across the directorate and establish monitoring and evaluation systems for all the services within the role's portfolios

- To speak at external meetings as well as public forums, including the Health and Wellbeing Board, Health and Adult Social Care Scrutiny Committee and other meetings that could be filmed and broadcast

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine our corporate services, and we'll redefine what a career can be.

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is 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,