

Job Profile

Job Title: Head of ASC Neighbourhoods
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. Because, 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.

The Head of ASC Neighbourhoods is responsible for developing and delivering an inclusive, personalised and outcomes focussed early help, assessment, support and safeguarding service for adults living in Camden with care and support needs. The postholder will lead a range of neighbourhood-based teams, alongside more specialist functions including but not limited to access and response, reviews, duty, hospitals-based teams, the mental health service and the MASH and DoLs service.

The Head of ASC Neighbourhoods is a key member of the leadership team within Adult Social Care (ASC). ASC is a part of the 'Supporting People' Directorate within Camden Council.

The post holder will report to the Director of Adult Social Care. The post holder will provide management support to Managers across a range of teams within the ASC Neighbourhoods service.

About the role

Role Purpose:

- To be a key member of the ASC leadership team, helping to drive transformational change and deliver excellent services for Camden's residents.
- To deliver services which use a strengths/asset based approach, focussing on effective prevention and early intervention, building resilience and strengthening community connections.
- To lead a team of Managers within ASC Neighbourhoods, by inspiring and engaging the team, to ensure the successful delivery of priorities set out in Supporting People Connecting Communities, We Make Camden and The Way We Work.
- To understand political and economic drivers, to be able to influence key stakeholders and to shape the vision for the service.
- To empower staff and partners and embed innovative approaches to drive high standards, quality and value for money.
- To actively embrace partnership working, to deliver key priorities within ASC and to support the continued integration of health and social care.
- To effectively manage divisional budgets, to deliver value for money services and to ensure the delivery of savings within the Medium-Term Financial Strategy (MTFS).

- To actively ensure that business processes within the division are effective and result in accurate data on social care and other corporate systems and to use performance and financial data alongside resident experience to inform decisions.
- To scan the environment for the latest thinking, tools and technology to ensure the delivery of high-quality services - compliant with legislation and ASC priorities (e.g.: The Supporting People, Connecting Communities strategic plan).
- To ensure quality of provision, including regulatory compliance and best practice.
- To ensure that streamlined systems are in place to ensure effective delivery of Making Safeguarding Personal principles and protect Camden's most vulnerable adults.
- To have full accountability for the strategic leadership, budgetary management and effective delivery of the MASH and DoLs functions in Adult Social Care.
- To work with all ASC SMT members in partnership to develop and deliver on a holistic ASC Quality Assurance Framework, despite the lines of accountability sitting with individuals.
- To work with all ASC SMT to monitor spend, performance and impact on outcomes, recognising a collective responsibility for the effectiveness of the ASC system
- To work with all ASC SMT to evaluate the effectiveness of budget and quality management and plan together actions to drive required change.

Example outcomes or objectives that this role will deliver:

The postholder will:

- Show effective collaboration with internal and external stakeholders, to ensure a whole council approach to living and ageing well in Camden.
- Ensure that the service operates within strengths-based principles that maximise independence, reduce reliance on formal support services and promote social inclusion.
- Undertake effective co-production with residents and stakeholders, to help shape and improve services.
- Use their expertise and knowledge to lead public consultations and represent the council on a local, regional and national basis.
- Empower Managers to be innovative and provide learning and development opportunities for Managers.
- Work with stakeholders and gather intelligence (social care, health, political, economic etc) to set the direction and delivery of outcomes for the ASC Neighbourhoods service.
- Identify and reduce structural inequalities.
- Utilise their specialist knowledge of services for people with complex needs and vulnerabilities, to prepare reports for senior leaders and Members.
- Participate in and inform all strategic and operational budget setting processes within the service, to ensure that they consider funding, business development needs, staffing costs and purchasing requirements.
- Ensure the development and maintenance of person-centred, effective, and proportionate systems for safeguarding adults and oversee business continuity planning for the ASC Neighbourhoods service.
- Operate in accordance with all statutory frameworks (E.g.: The Equalities Act) and Care Acts, Caldicott principles, relevant social care legislation and procedures as well as council policies, procedures, and frameworks.
- To deliver out of hours direction and leadership as part of the senior leadership team weekly cover arrangements.

About you

Professional qualification in social work or equivalent health e.g., DiPSW, CSS, CQSW and/or 5 years' experience of managing assessment, support and safeguarding teams.

Technical knowledge:

- Knowledge of approaches to successfully managing change, e.g., PRINCE2, Agile, Organisational change procedures etc.
- Knowledge of relevant legislation when managing assessment, support, and safeguarding teams.

Experience:

- Working collaboratively with a range of stakeholders, setting, and achieving mutually agreed, positive outcomes.
- Managing assessment, support, and safeguarding teams and of continual service improvement.
- Experience and knowledge of managing Adult Safeguarding.
- Gathering political and economic insight to help to influence service vision and organisational strategy.
- Empowering staff to deliver quality services, which also offer value for money.
- Financial planning, managing large (£M+) budgets and of delivering efficiency savings.

The postholder will be expected to undertake continuing professional development e.g., Safeguarding/ BIA/ AMHP

Work Environment:

The postholder:

- will be expected to work flexibly, as per the council's agile working policy.
- will be based in 5 Pancras Square, but is also expected to travel to various locations in which the ASC Neighbourhoods teams are located.
- will be expected to attend meetings with key stakeholders within other premises or other council offices.

People Management Responsibilities:

The postholder will provide professional expert, technical and management support to a team of Managers within the ASC Neighbourhoods service. This will include supporting staff through regular team meetings and supervisions. It will also include managing ill health, managing attendance, and managing performance.

Direct Reports (6) *Subject to change*

- MASH and DOLS Service Manager 1 x FTE
- Access and Response Service Manager 1 x FTE
- Neighbourhood 1 Service Manager 1 x FTE
- Neighbourhood 2 Service Manager 1 x FTE
- Hospitals Service Manager 1 x FTE
- ASC MH Service Manager 1 x FTE

Indirect Reports (220+)

The postholder may also be required to have oversight of Project Managers for the delivery of specific projects.

Relationships:

- **Internal** – to foster excellent working relationships within Adult Social Care (e.g.: Principle Social Worker) and across the Council. To utilise knowledge and insight and positively influence Members, including the member for Health, Wellbeing and Adult Social Care.
- **External** – to build effective working partnerships with residents, their family members/carers and with care providers across the borough and beyond. Particular emphasis is placed upon working closely with partners to facilitate the further integration of health and social care and including building effective partnerships and relationships with key partners in the Integrated Care Partnership (ICP)
- **External Bodies** – to work closely with the CQC and other regulatory bodies, by establishing excellent service provision – seeking continual service improvement.

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

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,