

## Job Profile Information:

**Job Title: Adult Social Care (ASC) Equipment Transformation Manager – North London Councils**

**Job Grade: Level 5 Zone 2**

**Salary Range: £58,184 - £67,886**

### **About North London Councils Partnership:**

The post will sit within the North London Councils Partnership, which is hosted by Camden Council. The North London Councils Programme Team was set up by the 5 North London Councils (Barnet, Camden, Enfield, Haringey & Islington):

- to deliver programmes of work that address shared priorities in social care in partnership and
- to promote a strong local authority presence within North London's Integrated Care System (ICS).

The Partnership is a high profile, high performing team that in 2021 won the national LGC award for Adult Social Care demonstrating the impact of our work.

### **About the role:**

This role will lead on developing the strategic priorities and proposals for future commissioning/delivery approaches for the provision of community equipment for residents with social and health needs across the 5 local authorities and the NHS. The current community equipment offer includes the delivery, collection, maintenance, repair and recycling of a range of equipment and aids that support individuals of all ages to be as independent as possible at home and in the community.

This will include programme managing and supporting implementation of key projects, reviewing options for future delivery of equipment provision across the subregion and making recommendations to inform future commissioning exercises, including a detailed financial appraisal of the commissioning options. This will involve working in partnership with the Community Equipment Code of Practice Scheme, CECOPS (the user-led, independent standards body for all assistive technology related services across the UK) to develop options which align with their best practice and standards.

Whilst the role focuses on community equipment there will be links with other programmes of work across NCL, including interdependencies with the NCL Digital programme and market management programmes. This is a new post with a responsibility for delivering a complex transformation and programme priorities, which will and reshape the programme structure on a longer-term footing.

### **Programme management responsibilities:**

- Strategic lead for the community equipment review, reporting into a steering group on progress, priorities and making recommendations around programme priorities and use of resources.
- Support engagement and co-design with key system stakeholders, such as residents who use equipment, care providers (care homes, domiciliary care etc..) and NHS providers, looking for opportunities to further the impact of the community equipment future provision.
- Good understanding of the vital role that community equipment provides in terms of resident safety and the risks associated with this service.

- Strengthen engagement with adult social care services within the 5 local authorities to raise awareness of the programme and strengthen alignment with each borough's priorities.
- Develop benchmarking of innovative equipment services that support better outcomes for residents, including reviewing different operational models such as in house delivery of equipment services.
- Leading programme reporting into appropriate NCL forums including the directors of commissioning in NCL
- Developing an options appraisal for the future provision of equipment services across NCL including analysis of the financial implications of the options presented

**About you:**

We are looking for a developing leader who is looking to further develop their skills, experience and impact in delivering change. You may have a background in transformation, service delivery, commissioning, project or programme management or something else, but whatever your background you will have a clear commitment to implementing change that improves services. You will be a doer, working with the wider team to implement change, and you will bring curiosity around the range of solutions available and what can make a meaningful difference.

To be successful in this post, you will be excellent at building credible relationships across a wide range of stakeholders across the 5 Councils and NHS partners and in particular you will be pro-active in working very closely with DASS's, Directors of Commissioning and other senior leaders across NCL and with social care providers to shape and deliver transformation projects. You will be experienced at working collaboratively across organisations, developing excellent partnerships across the local authority and health landscape 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 benefit from direct exposure to senior local government and NHS officers across north central London and from coming into an existing well-respected and innovative programme.

**Knowledge:**

- You will be educated to degree level and/or have equivalent relative experience in this area.
- Knowledge of relevant methodologies for project or programme management, service improvement and / or transformation
- Proficiency in the use and understanding of IT and Information Management and data protection legislation.
- Ability to put in place service or project evaluation and to interpret complex data effectively to develop new insights which inform evidence-based recommendations

**Experience:**

- Experience of developing public services to deliver improved outcomes
- Experience of working across services or organisations to deliver outcomes in partnership
- Experience of delivering change and / or innovative projects
- Experience of evaluating the impact of services or projects to inform their development
- Ability to deliver management information/reports to ensure trends and risks are escalated with remedies and/or options for mitigation.

- Experience of advising and supporting senior officers to take informed decisions.
- Experience of training, mentoring and upskilling areas for learning development
- Experience of building support for projects / programmes across multiple stakeholders
- Comfortable operating in a fluid and evolving environment, being able to cope with ambiguity, work collaboratively in cross-functional teams and manage multiple interfaces.
- Highly skilled in prioritising and balancing competing demands, managing stress, meeting deadlines and targets, and being appropriately accountable.
- Knowledge of community equipment services

#### **Work Environment:**

- This post is hosted by Camden Council at 5 Pancras Square. The team currently works largely remotely, with in office working on average 1 day per week, or more where this is the individual's preference.
- Ability to travel across the 5 North London Councils. The post will also work closely with the equipment lead in NCL ICB.
- Laptop and equipment is provided for safe at home and office working
- The post-holder will work in an 'agile' way in line with Camden's move to a paperless and flexible work environment.

#### **People Management Responsibilities:**

The role will not directly line manage any staff. The team works flexibly, and it is possible that the post may line manage other roles in the future.

Through the Programme Management approach, the role will lead the delivery of work across the 5 Councils, which will require strong matrix management skills where the role will regularly manage programme inputs across Councils.

#### **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](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG.

## Structure Chart

