

Job Profile

Job Title: ASC Commissioning Lead for Markets – North London Councils, North London Partners in Health and Care

Job Grade: Level 6 Zone 1

Salary Range: £66,573 – £79,782

About North London Councils Programme:

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

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

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

About the role:

This role in question is to lead the programme of work with the care home market in north central London; provide strategic direction for our joint learning disability accommodation work; support the NCL ASC Programme Board with expert input and taking forward areas of work on their behalf that relate to adult social care and / or Councils' role within the Integrated Care System.

Residential and nursing market and learning disability accommodation:

- Lead on the development and delivery of a cross borough programme of work with the adult social care market that yields benefits for the local authorities, NHS partners and local residents. The role will do this through strong leadership skills; influencing and persuading others to take forwards joint priorities and demonstrating the benefits of such approaches.
- Lead strategic commissioning approaches for bedded care services across NCL to secure provision in line with local need and to yield cost avoidance and/or financial savings, whilst ensuring the market remains sustainable. This may include the development of collaborative, complex and high value procurement and purchasing approaches, working with local commissioners, procurement and legal teams, as well as providers.
- Use market analysis to develop the use of sustainable cost models and tools for care placements and work with boroughs to embed these across older people's and learning disability placements
- To coordinate responses to changing circumstances or guidance impacting on the care sector across the 5 boroughs quickly and impactfully
- Lead on the development of the Learning Disability Accommodation strategy, with a focus on developing innovative accommodation for supporting residents with complex needs
- To undertake detailed analysis of various health and social care data sets to underpin effective evidence based proposals.
- To coordinate approaches to quality improvement and assurance that build on local and London wide approaches
- To take a programme management approach to manage various complex streams of work effectively to deliver the benefits specified against a challenging timeframe

- Develop strong effective networks with commissioners, brokers and others to develop work in partnership, share learning and good practice and ensure delivery is well embedded in each LA
- Lead on the development of winter planning for accommodation-based services across NCL

Strategic direction to NCL ASC Programme Board and Integrated Care System

- To form trusting, credible relationships with a range of partners through an ability to think strategically, persuade, negotiate and influence a complex local agenda. This will include working closely with the 5 Directors of Adult Social Care and senior commissioners to agree approaches across the 5 boroughs.
- To lead input into the NCL ASC Programme Board through preparing excellent reports, briefings and cases for change that demonstrate strategic oversight, and expert advice and guidance 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.
- To take forwards actions and new areas of work arising from the NCL ASC Programme Board through working flexibly across a wide range of priorities
- To develop excellent strategic relationships with providers of care to understand the challenges and opportunities providers have and for these to inform supportive and effective partnerships with the Councils and NHS.
- To provide strategic input on behalf of local authorities into a range of ICS meetings with a focus on building the profile of social care within the ICS and championing the needs of residents. To take forwards varied areas of work on behalf of the 5 Councils with health colleagues.
- To promote health and social care input to care providers, such as the Enhanced Health in Care Homes and the Digital Social Care Programmes, that improves quality and outcomes.
- Identify opportunities for meaningful collaboration with NHS partners that improves outcomes for residents.
- To develop strong working relationships with social care colleagues across London, such as ADASS and other sub-regional roles

About you:

We are looking for a developing 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. You will also bring the skills required to develop and deliver a programme of work that yields benefits for the local authorities, NHS partners and residents.

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. 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 system leader, developing excellent partnerships with 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 be confident at analysing health and social care datasets to support a deeper understanding of local services and using your knowledge to identify priorities for change.

Knowledge:

You will be educated to degree level or equivalent, potentially with a professional qualification in health or social care.

Knowledge of local authority and potentially health commissioning

Knowledge of relevant legislation impacting adult social care, such as the Care Act

Experience:

ESSENTIAL;

- Significant experience and understanding of managing complex, multidisciplinary projects across multiple partners
- Experience of developing new approaches to address system challenges and building support for projects / programmes across multiple stakeholders
- Expertise around the adult social care market, especially care homes and accommodation services
- Experience of advising and supporting senior managers and leaders.
- Ability to interpret complex data effectively to develop new insights which inform evidence-based recommendations
- Strong and credible communicator
- Comfortable operating in a fluid and evolving environment, being able to cope with ambiguity, work collaboratively in cross-functional teams and manage multiple interfaces.
- Knowledge of Health and Social Care needs of vulnerable adults supported by relevant work experience. Significant experience of the adult social care provider sector.
- Knowledge and understanding of the legislative and contextual framework (e.g. Personalisation, Care Act 2014), government policies and procedures and general direction of current government thinking. Expertise at implementing this in practice to the benefit of local residents.
- Proficiency in the use and understanding of IT and Information Management and data protection legislation.
- Excellent communication skills, verbal and written, to high professional standard, adaptable to the audience and setting.
- Experience and ability of working in a political environment with elected Members.
- Understanding of the procedures involved in commissioning services and market management.
- Proven skills and experience of high value commissioning and procurement within adult social care
- Highly skilled in prioritising and balancing competing demands, managing stress, meeting deadlines and targets, and being appropriately accountable.

Work Environment:

- This post is hosted by Camden Council at 5 Pancras Square. The team currently works largely from home, with in office working on average 1 day per fortnight (when covid regulations allow). This is subject to change in the future, though we will remain committed to flexible working that enables individuals to thrive.
- 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 directly line manage five staff members:

- Learning Disability Programme Manager
- Digital Transformation Programme Manager
- Equipment Transformation Programme Manager
- NCL Commissioning Manager
- Business Manager

The team works flexibly and line management responsibilities may change.

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. As a leadership role the post will support the development of the wider social care programme team and work programme.

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.

Chart Structure

