

## **Job Profile Programme Director, London ADASS**

**Job Title:** Programme Director, London ADASS  
**Job Grade:** Level 6 Zone 3  
**Salary Range:** £93,019 - £102,907

### **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.

Camden Council is the host organisation for London ADASS (Association of the Directors of Adult Social Services). London ADASS is a professional association that brings together the directors of adult social care in London to work together to improve and sustain social care. London ADASS aims to collaborate, share good practice and work together to promote high standards of social care, to influence policies and decision makers to transform the lives of people drawing on care and support and those providing care, and promote equality, diversity and inclusion and tackle the inequalities that are often faced by people in London. The London ADASS team works with adult social care across London to promote sector led improvement and peer assurance, supports and extensive range of professional networks and delivers improvement programmes and priorities including events and workshops.

### **About the role**

You will develop, manage and give strategic leadership to all the programme activity of London ADASS, develop future work priorities and identify resources with London DASSs. You will advise and collaborate with directors of adult social care, other senior leaders, Council officers across the London region and partners to lead all aspects of the London ADASS programme and priorities and ensure the projects deliver the programme outcomes. You will share good practice and work together to promote high standards of social care, to influence policies and decision makers to transform the lives of people drawing on care and support. You will identify issues that require cross-borough attention and London level work

You will have effective partnership working arrangements with all key stakeholders and foster a spirit and culture of partnership in adult social care across London. You will liaise with partners to ensure engagement with London ADASS priorities and, where appropriate, ensure alignment of activities. You will ensure effective processes are in place for business plan development, programme implementation, budget management and stakeholder/partner relationship development. You will provide positive managerial support to both the core team and others working on London ADASS projects. As the lead for the London ADASS team, you will promote collaboration and flexibility, to ensure that London ADASS meets its implementation plans and priorities within available resources and responds effectively to new or changing requirements

You will provide advice to key stakeholders both internally and externally with regard to the London ADASS work programme and sector led improvement in the region. You will maintain links with national and regional colleagues and act as the key link to the Partners in Care and Health (PCH) programme and national ADASS.

You will ensure expert advice is provided to ensure all business requirements are met. You will maintain an overview and ensure effective monitoring of financial budgets in relation to London ADASS, ensuring timely financial information and forecasts. You will identify and secure funding from other sources where resource allows.

### **About you**

You will have significant experience of working in adult social care at a senior level, and/or led complex, high-profile and cross-cutting programmes of work. You will also have experience of leading improvement in adult social care at a senior level. You will be a strategic thinker who identify opportunities for positive change in a complex and challenging environment. You will be committed to promoting equality, diversity and inclusion and integrate that into all the work you do. You are self-motivated and able to motivate others. You will have excellent leadership skills, experience of managing and developing people, experience of managing finances and of leading programme management and/or change management.

You will have expert knowledge of the adult social care system, services and policy environment. You will have a good knowledge of the economic, financial and organisational complexities of the NHS, local government and adult social care – particularly in a London setting. You will have a good level of understanding of programme and project methodologies.

You will have experience of working with a wide range of partners at a senior level to achieve outcomes – including those with lived experience of adult social care. You will be able to operate effectively in a complex, ambiguous and changing landscape engaging constructively with a range of stakeholders with a high level of autonomy.

You are an excellent communicator, able to present complex issues clearly and concisely both orally and in writing. You will have good presentational skills, the ability to convey complex concepts and you are able to use informed persuasion to influence others.

You are able to work on multiple projects, organise and prioritise your time. You are able to balance competing demands, meeting deadlines and targets and being appropriately accountable, able to work on multiple workstreams at the same time. You will have a good level of numeracy and the ability to interpret activity, performance and financial data. You will be able to lead engagement with people who draw on care and support to develop strategies and projects in an open and inclusive way.

### **Work Environment:**

This is a hybrid role. You will need to work in the office for some of the working week particularly when there are team days and meetings.

There is a requirement to travel to meetings across London and occasionally throughout the UK.  
There will be daily use of keyboard and screen and/or laptop in an office/at home.

### **People Management Responsibilities:**

The programme director will manage a core team of programme managers and a project officer along with other short term project workers or consultants as required, some of whom may be ex directors of adult social care.

## **Relationships:**

The post holder will be required to develop and maintain relationships at senior levels across London, particularly the directors of adult social care and other senior leaders, as well as a range of partners in the NHS, central government departments and national organisations. The post holder will work closely with members of the London ADASS team, the London ADASS steering group (the executive group for the branch made up of directors of adult social care) and the branch meetings (for all directors of adult social care in London). You will nurture key relationships and maintain networks internally and externally, including national networks and may chair and/or attend various London and national working groups representing the London ADASS as appropriate. You will regularly, communicate and present complex information to a wide range of stakeholders in a way that builds understanding and support across the system and supports collaborative working across all relevant partners.

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