

JOB DESCRIPTION

Job Title:	Programme Lead – North London Councils, North London Partners in Health and Care
Salary Band:	£70k - £80k (inclusive of all allowances)
Employer:	Haringey Council (host borough on behalf of the five North London Councils) but can be flexible
Employment basis:	1-year fixed term contract/secondment
Location:	Camden Council 5 Pancras Square London, N1C 4AG (will be required to travel to boroughs of Islington, Haringey, Barnet and Enfield on a regular basis)
Reporting to:	<ul style="list-style-type: none"> • Mike Cooke, Chief Executive, Camden Council (Local Authority SRO for NCL STP) • Dawn Wakeling, Strategic Director for Adults, Communities and Health, Barnet Council (SRO for Adult Social Care)
Responsible to:	<ul style="list-style-type: none"> • Five local authority CEOs, Directors of Adult Social Services
Direct reports:	<ul style="list-style-type: none"> • 4 FTE
Application deadline:	12pm, Wednesday 7 March 2018
Interview date:	Monday 12 March (pm)

Background

'North London Partners in Health and Care' is North Central London's Sustainability and Transformation Partnership (NCL STP). It is underpinned by a plan that aims to improve the health and wellbeing of the population in Camden, Islington, Haringey, Barnet and Enfield and place health and social care services on a sustainable footing. The plan and further details on the partnership can be found at www.northlondonpartners.org.uk

Local government plays a critical role in the health and wellbeing of the local population. Its role in supporting the growth of local communities through education and employment opportunities, paired with statutory responsibilities for housing, public health and social care all mean it is a vital partner alongside the NHS and other organisations. During 2017, the five London Borough Councils in North London cemented a strong presence in the partnership and have become one of the few STP areas in the country that have a distinct programme of work to tackle some significant demand and capacity issues in adult social care. This work is sponsored by the Council chief executives and is driven by the Directors of Adult Social Services (DASS) and Directors/Assistant Directors of Commissioning in each borough.

As the partnership between the Councils and other STP colleagues is new, we have chosen to focused on two critical areas:

- **Social care market** - ensuring we have sufficient capacity in North London to support people in their own homes and avoid a rise in acuity of need, including admission to hospital. Together with NHS colleagues, we are focusing on nursing care by setting a new purchasing strategy, sharing quality assurance approaches and developing options to add more beds into the region
- **Workforce** - linked to the social care market work, we are working with NHS colleagues to develop new models of recruitment and retention into social care roles. We have funding from Health Education England to develop our approach to attracting more people into home care, working closely with home care providers.

Alongside this, we have established DASS and Commissioning Director-level leadership in the following STP workstreams:

- **Urgent and Emergency Care** – ensuring hospital social work teams are part of the priorities to prevent admission to hospital and are an integral part of assisting with hospital discharge
- **Care Closer to Home** – galvanising local authority involvement in the ongoing development of local integrated health and care networks at borough-level
- **Mental health** - developing shared approaches to supporting people's mental health, including developing the mental health provider market
- **Workforce** – our work is part of the priorities in the wider STP workforce programme
- **Digital** – developing digital solutions with NHS colleagues which work across health and social care
- **Children and Young People** – the SRO for this new workstream is a local authority commissioner

The five Councils are funding a small team of 4 FTE which will be managed by this role, and their primary aim is to deliver the adult social care programme. More details on the programme can be found in Appendix A to this job description.

Purpose of the role

This role is best described as one of system leadership. You will be part of the central STP team and will bring vision, ambition and a strategic view of health and care through the eyes of the local authorities. Whilst continuing to develop the senior relationships in the NHS, local government and other sectors, most of your time will be spent delivering the adult social care programme and yielding results for Councils, the NHS and local people.

This role has two core elements:

1. **Strategic Lead for the local authorities** - works to the five chief executives and leaders of each Council to provide advice and guidance on local authority engagement in the STP, by helping to build the relationships needed, persuade and influence the agenda
2. **Adult Social Care Programme** – leads the development and delivery of North London Councils Adult Social Care Programme, managing a team of 4 staff who work primarily to the DASSs and Directors of Commissioning in each borough

You will provide direct support to the five Local Authority Chief Executives, DASSs, DCSs and Directors of Commissioning across the sub-region to continue our engagement in the STP, plus deliver an ambitious and challenging programme of work on adult social care. You will ensure that local authority engagement is well marshalled and that partners focus on prevention, longer-term strategic change and better outcomes for local people in North London.

You will manage a programme budget of circa £450k on behalf of the five Councils and will be able to demonstrate value for money and improved outcomes as a result of this investment. As such, you will work closely with local authority Directors of Finance/finance leads to make links to Council-based medium term financial plans.

Who are we looking for?

We are looking for an established senior 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.

Your core skillset will be an ability to form trusting, credible relationships with a range of partners and you will bring an ability to think strategically, persuade, negotiate and influence a complex local agenda. But 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 local residents.

You will have a sound understanding of both the NHS and local government statutory and non-statutory functions in relation to health and social care. As you will oversee a focused programme of work on behalf of the five Councils, you will be able to demonstrate the skills required to manage and deliver change at scale, using a balanced skillset of the science and art of programme management. You will come with a track record of programme management and programme delivery that has changed the lives of people for the better.

You will be focused on achievement of outcomes not outputs, and will provide constructive challenge within the partnership to ensure the local authority presence continues and the voice of local government is heard.

Organisational scope

The NCL STP covers the following statutory organisations:

- Five local authorities: Barnet Council, Camden Council, Enfield Council, Haringey Council and Islington Council.
- Five CCGs: Barnet CCG, Camden CCG, Enfield CCG, Haringey CCG and Islington CCG.
- Eight NHS providers: Barnet, Enfield and Haringey Mental Health NHS Trust; Camden and Islington NHS Foundation Trust; Central London Community Healthcare NHS Foundation Trust; Central and North West London NHS Foundation Trust; North Middlesex University NHS Trust; Royal Free NHS Foundation Trust; University College London Hospital NHS Foundation Trust; Whittington Health.

- Four NHS specialist providers: Great Ormond Street Hospital for Children Foundation Trust; Moorfields Eye Hospital NHS Foundation Trust; Royal National Orthopaedic Hospital NHS Trust; Tavistock & Portman NHS Foundation Trust.
- NHS regulators – NHS England, NHS Improvement
- Health Education England

There are also a range of wider partners who you engage:

- Healthwatch (Camden, Islington, Barnet, Enfield, Haringey)
- Voluntary and community sector organisations
- Patient and public representative groups
- Care home and homecare providers

You will be required to build relationships with some or all of these organisations at a senior level.

Specific elements of the role

You will be required to do the following:

- To programme manage the development and co-ordination of the adult social care programme on behalf of the five boroughs, ensuring that key milestones are reached and that the required outcomes are met, as directed also by the NCL PMO.
- To provide programme oversight in order to support the local authority SRO and Local Authority NCL STP leads with the ongoing development and implementation of the STP.
- To act on behalf of the local authority and adult social care SROs when directed to do so.
- To develop, manage and maintain effective relationships with key partners within the STP as appropriate.
- To have oversight of all workstreams which require local authority input / presence and implementation, working with the various workstream leads as appropriate.
- To work to support local authority SROs to ensure alignment of local authority objectives with the STP process, in particular synergies with existing statutory responsibilities.
- To ensure effective engagement and communication relating to the STP across the five local authorities, working closely with the NCL Communications Lead.
- To identify and support the LA SRO to manage risks relating to the STP process from a local authority perspective, ensuring effective mitigations are in place and that risks are escalated as appropriate.
- To lead, on behalf of the local authorities, activities such as any pre-consultation and consultations activities as appropriate, working closely with the NCL PMO and NCL Communications Lead.
- To build relationships with the STP PMO on a day-to-day basis.

Core Competences

In addition to the above, you will be able to demonstrate the following:

- Programme management and/or a track record of delivery complex change programmes/projects
- Operate effectively in a flexible and demanding environment
- Provide and receive highly complex, sensitive and contentious information, presenting it to a wide range of stakeholders in a formal setting.
- An ability to deal with conflicting views at a senior level including offering pragmatic and palatable solutions
- Committed to working and engaging constructively with internal and external stakeholders on a range of business sensitive issues
- Nurtures key relationships and maintains networks internally and externally, including national networks
- Link with leads and members of other STP workstreams, to address inter-dependencies and ensure alignment
- Deputise for senior local authority staff in STP boards and other meetings as required, expanding on knowledge, skills and experience within personal professional development.

Key working relationships

There are a range of key working relationships in this role:

- Across the five London borough Councils of Barnet, Enfield, Haringey, Islington and Camden:
 - Chief Executives
 - Leaders and lead members for adults and children's social care
 - Overview and scrutiny leads (including members of the Joint Health Overview and Scrutiny Committee)
 - Directors of Adult Social Care
 - Directors of Children's Social Care
 - Directors/ADs for Commissioning
 - Directors of Finance/Finance Leads
- NCL STP and CCG senior management team
- NHS provider trust chief executives/senior staff members
- Social care providers of bedded care and homecare
- Voluntary and community sector organisations, including healthwatch
- Patient and public engagement groups

How to apply

Please send a CV and cover letter (no more than 2 sides of A4) setting out why you want to apply for this role and the skills and experience you will bring. Please send this to sanjay.mackintosh@haringey.gov.uk by no later than **12pm, Wednesday 7 March 2018**.

For an informal chat about the role, please contact Sanjay Mackintosh, Programme Lead, at the email address above or call 07736 282640.