

Job Profile

Job Title: Head of ASC Strategy and Commissioning
Job Grade: Level 6 Zone 3
Salary Range: £76,321 - £96,708

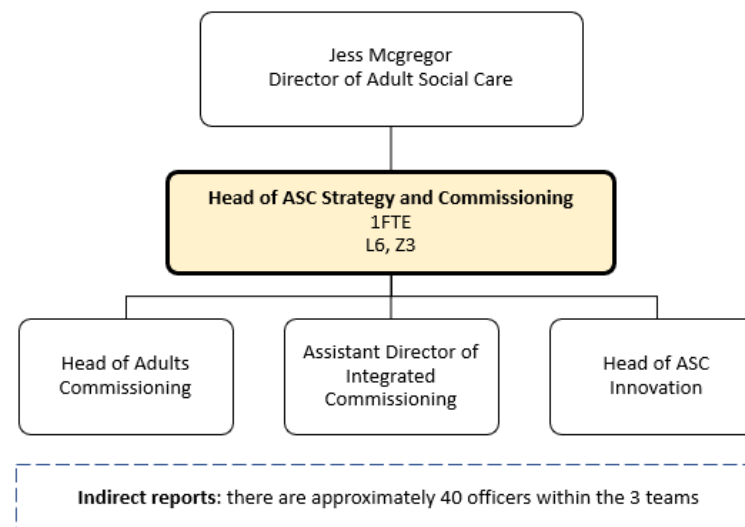
About Camden

'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.

About the role

The Head of ASC Strategy and Commissioning is a senior member of the leadership team within Adult Social Care (ASC) and will report directly to the Director of ASC. ASC is part of the 'Supporting People' Directorate within the council. The Head of ASC Strategy and Commissioning will have responsibility for managing the Head of Adults Commissioning, the Assistant Director of Integrated Commissioning, and the Head of ASC Innovation. The role will be instrumental in driving change across ASC, overseeing the commissioning of services for adults in Camden, for driving innovative partnership working within Integrated Care Systems and will be a key contact within ASC for NHS and other partners.

Please see structure chart below:



Role Purpose:

- To be a senior member of the ASC Senior Leadership Team and to provide strategic and expert leadership to specialist teams
- To deputise for the Director of ASC and to represent both ASC and the Council at both borough and London wide level.
- To lead a team of Heads of Service and Managers by inspiring and engaging them to ensure the successful delivery of priorities set out in Supporting People Connecting Communities, We Make Camden and The Way We Work.
- To have key responsibility for holding ASC's strategic commissioning relationships with partners and providers, including leading on forging strong working relationships between council teams and the NHS and having responsibility for fostering strong relationships with key system partners including the CCG
- To interpret and influence national and regional policies, in alignment with the Director's vision for Adult Social Care and the principles within Camden's 'Health and Wellbeing Strategy'.
- To lead on the planning, performance and delivery of place-based and evidence-based commissioning for Adult Social Care, including integrated, joint and strategic commissioning with the NCL CCG and NHS provider partners.
- To have oversight, responsibility and accountability for developing and implementing appropriate strategic commissioning frameworks for significant areas of adults commissioning within the Supporting People Directorate
- To work across the whole Council with other senior commissioning colleagues to build an integrated and whole population approach to commissioning
- To be responsible for ensuring the Camden residents are co-designing commissioned services
- To work with the Head of ASC Innovation to ensure coproduction drives service design and delivery across Adult Social Care
- To be accountable for transformation and change across Adult Social Care (including responsibility for delivery of ASC MTFS projects), working closely with the wider ASC SMT and in a Matrix Arrangement with the ASC Project Management Team in Supporting People Strategy, providing leadership, support and intervention if required to ensure objectives are delivered and MTFS targets are met.
- To be responsible and accountable for ensuring the delivery of a lean and efficient commissioning system and process that deliver innovation whilst providing value for money
- To drive change and innovation from both within the service and in commissioned services, building support and intervening as required to ensure outputs priorities set out in Supporting People Connecting Communities and NHS priorities, and the ambitions within "We Make Camden"
- To be responsible for managing divisional budgets and to ensure that Heads of Service effectively manage budgets, to deliver value for money services and to ensure the delivery of savings within the Medium-Term Financial Strategy (MTFS)
- To actively ensure regulatory compliance and adherence to best practice within ASC services, by using existing quality assurance systems and developing new systems as required. To 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 be accountable for the programme management of the Better Care Fund (BCF).

- To vocally challenge organisational inequality and to ensure that you lead and commission truly inclusive and anti-racist services, working to the principles within the Council's 'Race Equality Action Plan' and supporting delivery of the ASC Equalities Plan.
- 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.
- To have oversight and ownership of the s75 agreements
- To deliver out of hours direction and leadership as part of the senior leadership team weekly cover arrangements.

Example outcomes that the role will deliver

- Provide policy expertise within areas of commissioning
- To represent ASC and the council in a professional and confident manner at external forums and meetings
- Develop commissioning frameworks, systems and processes for ASC that carefully consider the needs of partners including the NHS
- Promote areas of innovation and transformation across ASC
- Commission services that meet the needs of both the Council, residents, and partners where all voices have been involved in service design
- Provide real examples of contributing to the goals set out within We Make Camden and Supporting People Connecting Communities
- Cultivate a team of motivated Managers who are experts in their fields and actively seek continual service improvement.
- To have systems in place which allow the effective management of budgets, demonstrating every pound counts.
- To demonstrate data-lead decision-making, which contributes to commissioned ASC services and transformation/change projects which are both innovative and safe for our residents.
- To have a clear understanding of the technology and systems which are used to support regulatory and best practice compliance within ASC service.

About you

Qualifications

A recognised qualification in managing change, e.g.: PRINCE2, Agile, Scrum etc. (DESIRABLE)

Technical knowledge:

Knowledge of key legislation and national and local policies in relation to social care commissioning. (ESSENTIAL)

Knowledge of commissioning, service provision, transformation and improvement

Knowledge about commissioning services for adults with complex needs; including people with mental health issues and those with learning disabilities, older people, autistic people and those experiencing multiple disadvantage. (DESIRABLE)

Experience: (all essential)

Considerable experience of leading in the delivery or commissioning of a range of services for adults with complex needs and leading strategic change across both commissioned and in-house services:

- Extensive experience of leading impactful strategic change across a whole system through either the commissioning or delivery of services
- Extensive experience of driving high performance and quality services, including through innovations and strategic change
- Extensive experience of working directly with residents to harness their expertise and ambitions in the delivery of impactful change
- Extensive experience of empowering Managers to be innovative and trial new ways of working, in order to achieve solutions. Experience of leading within a strengths-based model and achieving outcomes due to early intervention and prevention.
- Experience of investing in resident outcomes through the transformation and commissioning of services
- Experience of performance management and evaluation in line with good practice
- Experience of managing £M+ budgets and of identifying & delivering efficiency savings.
- Experience of gathering strategic insight and of presenting the information to key stakeholders, to help achieve service vision and organisational strategy.
- Experience of using complex data intelligence to inform the strategic direction of an organisation or service, drive change and develop commissioning plans to meet future demand
- Experience of leading services which challenged racial inequality and/or were actively anti-racist in their practices.

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

Work Environment:

The office base will be primarily 5 Pancras Square with travel across the Borough to team locations and CCG offices.

People Management Responsibilities:

The postholder will provide professional expert, technical and management support to officers. This will include supporting staff through regular team meetings and supervisions. It will also include managing ill health, managing attendance, and managing performance. The postholder will provide line management to the following roles:

- Head of Adults Commissioning 1 x FTE
- Assistant Director of Integrated Commissioning (NHS) 1 x FTE
- Head of ASC Innovation 1 x FTE

The postholder may also provide line management to additional staff members, as required.

Relationships:

The post holder will be responsible for ensuring the smooth delivery of a matrix management style, fostering close working relationships between Adult Social Care and the CCG

Adults commissioning – The Adults Commissioning Team develops and delivers on commissioning frameworks, systems and processes for the directorate and wider adults partnerships. The service ensures the effective, appropriate and value for money delivery of commissioned services for adults to support the delivery of the Care Act and other relevant legislation. The service is responsible for commissioning homecare, reablement, extra care, care homes, carers support and community commitment.

Integrated commissioning – The Integrated Commissioning Service commissions services for a broad segment of the population (Children, Adults, Older People and Mental Health) and settings where care takes place. The service are responsible for commissioning mental health and learning disabilities supported living and accommodation. Community and floating support, and services including homelessness health, preventative, advocacy, VCS and employment.

ASC Innovation – The ASC Innovation Team are responsible for co-ordinating the strategy, policy, and strategic partnerships for Adult Social Care in Camden alongside the leadership and co-ordination of the Council's ambitious Adult Social Care Transformation programme.

Other relationships:

Internal: They will be responsible for fostering excellent working relationships within across Adult Social Care and across the Council, including Housing, Public Health and Public Health Commissioning. To utilise knowledge and insight and positively influence Members, including the Member for Health, Wellbeing and Adult Social Care.

External – to actively seek new partner organisations and further cement existing relationships with external partners. 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). To have responsibility ASC's strategic operational relationship with C&I

External Bodies – to work closely with the CQC and other regulatory bodies, by establishing excellent service provision – seeking continual service improvement.

Build and maintain strong relationships with Executive Directors and Senior Managers in the CCG as well as Council members and other stakeholders.

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,