

Job Profile

Job Title: ASC Programme Manager - Learning Disabilities

Job Grade: Level 5 Zone 2

Salary Range: £51,542 - £62,995

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.

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 is to lead the programme of work with the learning disabilities teams and care home market in north central London; provide strategic direction for our joint learning disabilities 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.

Learning Disabilities:

- To be lead person responsible for ensuring that all learning disabilities packages commissioned across the 5 North London Councils (Barnet, Camden, Enfield, Haringey & Islington) are based on current needs, quality assured and remain value for money.
- To develop negotiation strategies including preparation of placement cost breakdowns, evidence collection and develop best alternative to a negotiated agreement (BTNA).
- To lead regional negotiations with residential based providers and successfully negotiate better support and outcomes based on social workers/review officer reviews and CareCubed outputs. This also includes colleges and support agencies where it makes sense to deliver best value for people with learning disabilities, physical disabilities needs, neurological and rehabilitation needs and other high support clients generally of working age.
- To work in collaboration and closely with transitions and with the Strategic Lead for CYP.

- To continuously train, develop and mentor staff on negotiation, CareCubed, and difficult conversations relating to the learning disabilities provider market.
- Provide recommendations for staff to deliver service excellence & promote the rights of all stakeholders to access a high quality service. Be a role model in setting, expecting & achieving high standards.
- To lead on sharing of good practice and outcomes and publicise quality achievements to stakeholders.
- Develop strong effective networks with brokerage and social work teams, commissioners and other stakeholders to expand work in partnership, share learning and good practice and ensure delivery is well embedded in each LA
- To lead on workshops/sprints with teams to increase awareness of collaborative approach and intelligence of the provider market involving interdependencies, funding, costs, legislation and provider intelligence to optimise best practice in areas requiring change.
- Lead on the robust use of CareCubed, other benchmarking tools and market analysis and work with boroughs to embed the use of sustainable business cost models for care packages.
- To support local MTFS targets for learning disability services through strong leadership skills; negotiating, influencing, and persuading others to take forward joint priorities and demonstrating the benefits of such approaches.
- To coordinate the yearly inflationary uplift approach and processes across the 5 councils each year and develop further plans based on learning from previous years.
- To work with commissioners and health to plan and support the development of 'strengths-based' provider market to identify 'market gaps'
- To work with NCL ICB to explore opportunities to develop borough shared lives schemes to support adults with complex health needs
- To produce data, progress of negotiations, savings, cost pressures and highlight reports for finance, project and programme boards when required.
- To develop and maintain Issues and risks logs for the projects, ensuring that these are highlighted, managed, and resolved where possible.
- Lead on the learning disabilities market development and delivery of a cross borough programme of work that yields quality and value for money benefits for the local authorities, NHS partners and local residents.
- To evaluate, understand and feedback review/reassessments and clarify needs with social work teams and review officers, ensuring accuracy and validity.
- Supporting social worker teams to have commercial awareness of assessments and communicate needs to providers with confidence, where they have changed.
- To have an awareness of any issues about providers that may affect the ability to deliver good quality of care and work in conjunction with NCL ASC services and health commissioning teams to ensure local homes are providing good quality care and not of risk of failing.
- Identify opportunities for meaningful collaboration with NHS partners that improves outcomes for residents through provider's delivery of services.

Strategic direction to NCL ASC Programme Board and Integrated Care System

- Programme management -implementation and embedding of robust benchmarking for adult social care, children's and interactions between the service departments across NCL, ensuring the maximum efficiency underpins the new ways of working.
- Strategic responsibility for adhering with and reviewing NCL's fair pricing, negotiation strategy including risk management.
- Working with staff to develop and update operating processes and procedures. Undertake the implementation and monitoring of benefits realisation plans.

- Lead strategic commissioning/purchasing approaches for residential community based 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.
- Develop and update protocol for making savings. Represent the NCL as negotiator, advocate, and contract developer.
- Work with the provider market for collaborative development of the LD market and directly contribute to the delivery and review of strategic commissioning of services for adults and children so that overall costs are reduced where a whole life pathway is maximised by promoting health and social care input to care providers, such as PBS, assistive technology that improves quality and outcomes
- 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 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 work with colleagues to deliver continuing improvements of process and deliver appropriate services and products.

About you

We are looking for a developing leader who is looking to further develop their skills, experience and impact in delivering and evaluating 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 local 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 have equivalent relative experience in this area.
- Knowledge of local authority and learning disabilities market pertaining to commissioning of placements.
- Practical knowledge of utilising the CareCubed tool for new and existing residential based placements.
- Knowledge to address the needs of people with learning and physical disabilities and other vulnerable adults via the commissioning cycle supported by relevant work experience.

- 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.
- Understanding of contract compliance and of individual commissioning responsibility
- Good knowledge of funding issues relating to individual's personal finances
- Proficiency in the use and understanding of IT and Information Management and data protection legislation.
- Understanding of the procedures involved in commissioning services and market management.
- Ability to interpret complex data effectively to develop new insights which inform evidence-based recommendations

Experience:

- Significant experience of the adult social care provider sector with expertise around residential based care settings.
- To be fully conversant with the CareCubed including an understanding of how the tool works and the basis of the calculations for new and existing residential based placements
- Experience of identifying savings, negotiating a fair and sustainable cost with providers to achieve tangible financial efficiencies through savings and cost avoidance.
- Experience of developing and maintaining positive working relationships with providers
- Experience in supporting brokerage teams, managers and commissioners in achieving efficiencies
- Experience of move-on drive from residential provision to supported living and shared lives, making recommendations for the review process with resident's choice.
- Proactively making recommendations and supporting teams in resolving/managing complaints and contractual compliance issues
- Ability to exercise judgement and expertise in negotiating variations to contracts and fees.
- 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 managers and leaders.
- Experience of training, mentoring and upskilling areas for learning development
- Experience of developing new approaches to address system challenges and 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.
- 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 not directly line manage any staff. The team works flexibly, and it is likely that the post will line manage other roles in the future.

Relationships:

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

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,