

## Job Profile

**Job Title:** Service Manager - Mental Health - Adult Social Care  
**Job Grade:** Level 5 Zone 2  
**Salary Range:** £53,897 - £65,350

### 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 post holder will provide operational leadership to develop and sustain excellent strengths based social care provision within Camden and Islington foundation trust under the current s75 agreement.
- The post holder will develop and evaluate plans to ensure mental health social care services are delivered in line with legal requirements and the strategic direction of both the Local Authority and the Trust. The post holder will inform relevant strategies and plans in response to changing demographics, legislation, national policy, local strategies and plans and to the views of communities and other stakeholders.
- The post holder will be the operational lead (which may or may not include some support role functions) for mental health social care activity, and work collectively with all managers in Camden and Islington (C&I) Foundation Trust and Adult Social Care (ASC) managers in Support and Safeguarding. The post holder will support and deputise where necessary for the head of mental health social work to develop and sustain a social work service within Camden and Islington foundation trust that effectively and efficiently delivers high quality, strengths based outcomes for people.
- Understand how ASC and C&I Foundation Trust operate as systems that interconnect and take the operational lead for developing effective working relationships and effective integration.
- Lead on embedding the strengths based approach (What Matters) operationally within C&I Foundation Trust.
- Lead on ensuring that Camden mental health care co-ordinators lead on social care activity within the Trust and have a strong social work identity.
- Take a proactive approach to working in a changing environment, addressing delays, ensuring the adult social care activity is completed and recorded in a timely way highlighting areas for improvement and applying a systems approach to solving problems that arise.
- Be alert to system conditions that create waste and develop effective working relationships with senior managers in both organisations to help remove them.
- Promote positive risk taking to maximise peoples' independence.
- Embed and share innovative solutions to care and support needs and work with complex mental health issues, ensuring that the delivery of care and support is reviewed and service improvements are implemented.
- Ensure that measures derived from what matters to the person are used in such a way as to improve knowledge, prediction of capability and decision-making to help ensure a high quality financially efficient service.
- Communicate and enhance an evidence-based understanding of the service as a system by facilitating an enabling and learning environment in which employees can do their best work.
- To develop mental health managers with a commitment to continuous improvement.

- With other service managers develop a “whole service’ approach to the work, taking responsibility to establish excellent working relationships with other agencies and partners.
- Lead on adult social care recruitment within the Trust.

### **About you**

- A social work qualification
- Demonstrable experience of collecting and using evidence to make decisions based on what matters to people
- Project management experience
- Budgetary control and management
- Commissioning of services and development of services
- A comprehensive understanding of relevant health, mental health and social care legislation and policies and procedures and ability to apply it in practice
- Extensive knowledge of adult social care resources required to deliver effective care and support to people and their carers
- Excellent knowledge and practical application of risk assessment and Safeguarding Adults statutory frameworks.
- Extensive knowledge of the operation of a mental health trust.

### **Work Environment:**

The job is primarily office based but requires flexibility around working hours and being able to provide support out of office hours to deal with complex and high risk problems or issues. The post holder will be required to work evening and weekends from time to time.

### **People Management Responsibilities:**

- This post reports to the head of mental health social work
- Promote and embed a culture of continuous learning and collaborative working via regular review of practice, active promotion of choice & control for all people within an appropriate risk management framework.
- Support the mental health managers (both Trust and social care) to navigate council systems and provide professional supervision to Camden team managers as and when necessary.

### **Relationships:**

There are an extensive range of regular contacts that the post holder will need to influence and negotiate with, which include:

- Members / senior managers
- Health colleagues
- Public Health / CCG / Mental Health
- Experts by experience, carers and other members of the public
- Community/Interest groups
- All appropriate statutory and independent agencies
- Other Council departments

### **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,