

## Director of Inegration and Innovation

The post holder will work as part of the council's extended leadership team with a direct report to the Executive Director of Health, Wellbeing and Adults. The post holder will be expected to deputise for the Excutive Director and represent the council and partners at national and London meetings.

**Reports to:** Executive Director of Health, Wellbeing and Adults

**Responsibility for:** Innovation and Change  
Business and Service Continuity

### Job Purpose:

To provide organisational and systems leadership to the council and its partners that drives forward greater health and social care integration to achieve better outcomes for Croydon residents. The director will work collaboratively with all Health, Wellbeing and Adult services, commissioners and partners to identify opportunities for service transformation, such as insourcing. As well as, being accountable for business continuity and resilience, and innovation and change programmes across the wider department for Health, Wellbeing and Adults.

### Key Deliverables:

Leading the strategic direction of the service towards greater integration across health and social care which will include but not be limited to:

- Lead on the implementation of strategic changes driven by national government, the council, the NHS, and/or other key partners to enable responsive, effective and efficient services.
- Act as an expert leader for system leadership and integrated care by applying creative and innovative techniques to the system integration; taking learning from national and international best practice and non-healthcare sectors where appropriate.
- Ensure that the development and transformaiton of services are responsive to the diverse needs of all community members and eables adults with social care needs to have access to personalised, flexible and integrated care; and support that maximises self-directed models and promotes independence, dignity and choice whilst safeguarding individuals at risk of harm.
- Lead on the development and implementation of innovative integrated commissioning and contracting mechanisms, shared risk approaches commercial structures to enable further development of the Alliance and wider strategic parterships across Croydon.

- Seek opportunities for increasing resources for the department by securing and managing external funding.
- To operate within the governance, financial and legal framework of the council at all times.
- Ensure equalities is embedded into all aspects of professional and managerial role, including service delivery and at all times carry out your duties with due regard to the council's policy.
- Ensure by robust management that the services and staff you are responsible for adhere to the council's health and safety policy and operate within the safety management framework.

The list of duties in the job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job and, in addition, as a term of your employment you may be required to undertake various other duties as may reasonably be required.

Your duties will be as set out in the above job description but please note that the council reserves the right to update your job description, from time to time, to reflect changes in, or to, your job.

You will be consulted about any proposed changes.

### **Key Stakeholder Relationships:**

#### Internal:

This post will be required to liaise directly with a wide range of internal stakeholders including but not limited to:

Chief Executive;  
Executive Directors and Directors;  
Cabinet Member;  
Corporate Business Partners;  
Heads of Service and Service Managers;  
Principle Social Worker;  
Principle Occupational Therapist; and  
Principle Mental Health Worker.

#### External:

This post will be required to liaise directly with a wide range of external stakeholders including but not limited to:

Government Departments and Agencies;  
Professional Bodies;  
Croydon Clinical Commissioning Group (CCG)  
Directors of Adult Social Services (ADASS) Networks;  
South West London Health and Care Providers;  
One Croydon Alliance Partners; and  
Members of Public and Community Groups.

**Statutory Responsibilities:**

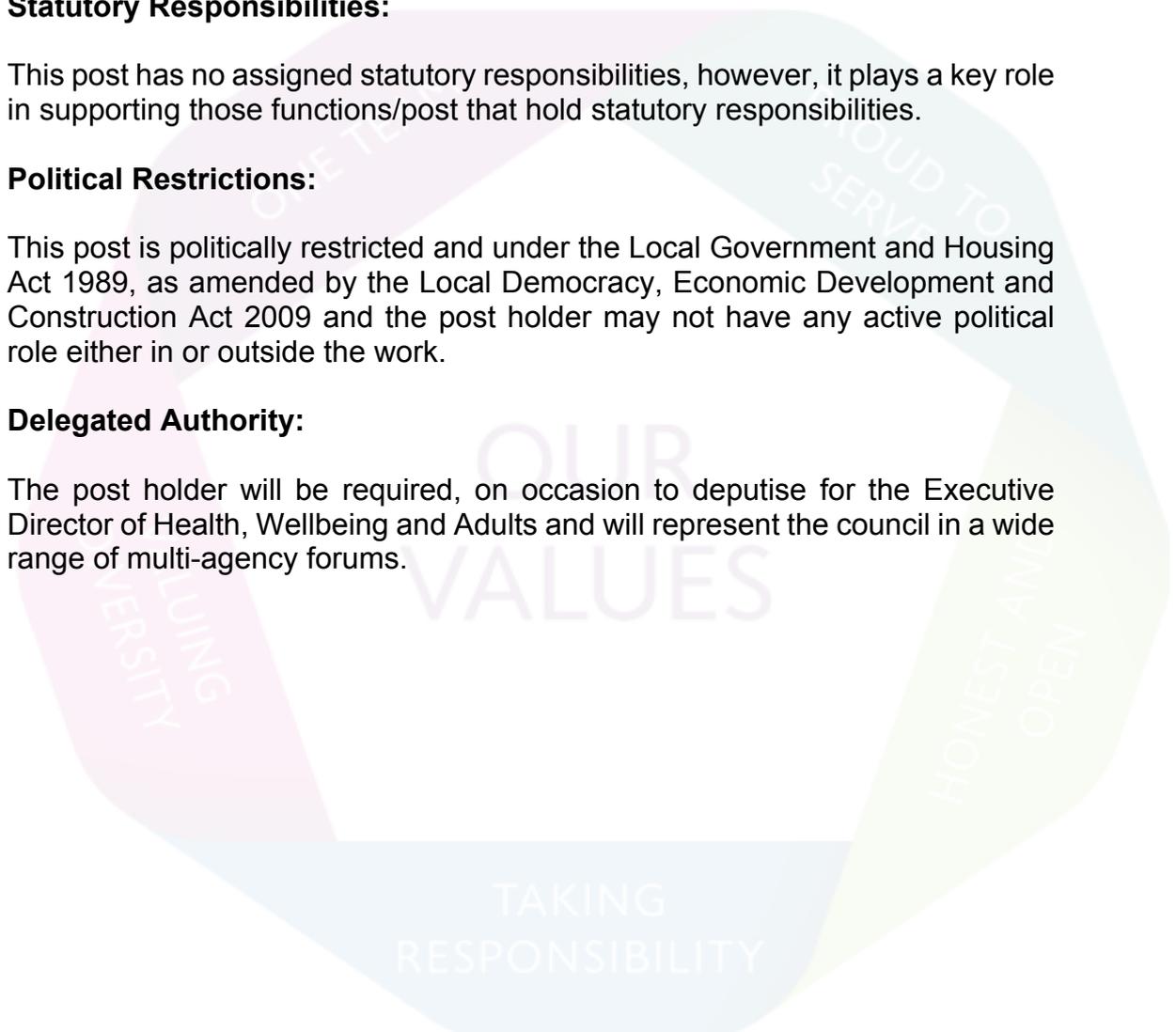
This post has no assigned statutory responsibilities, however, it plays a key role in supporting those functions/post that hold statutory responsibilities.

**Political Restrictions:**

This post is politically restricted and under the Local Government and Housing Act 1989, as amended by the Local Democracy, Economic Development and Construction Act 2009 and the post holder may not have any active political role either in or outside the work.

**Delegated Authority:**

The post holder will be required, on occasion to deputise for the Executive Director of Health, Wellbeing and Adults and will represent the council in a wide range of multi-agency forums.



## Person Specification

### Specific Minimum Qualifications and Expertise

- Degree or equivalent level qualification or substantial qualifying experience.
- Has undertaken further training and can evidence ongoing professional development.
- A high-level knowledge base in relation to social care legislation including the Care Act 2014 and Mental Health Legislation.

### Experience

- Proven track record of strategic leadership, transforming, integrating and leading adult social care and health services and working in partnership with stakeholders and communities to develop, design and deliver services that reflect the needs of the community and delivers the best outcomes.
- Proven ability to lead a strategic team at a similar level in a large organisation thereby demonstrating leadership capability.
- Embedded understanding and track record of working across complex partnerships, governance structures and matrix working.
- Making decisions which will involve the handling of conflict views, sensitive information and drawing conclusions which may be contentious.
- Making judgements and balancing the evidence about the best course of action which may significantly affect individuals and/or communities
- Making decisions to ensure the effective co-ordination and management of resources to deliver strategic objectives and minimise risk where demand for services and/or support outstrips supply.
- Strong collaborative nature and ability to apply adaptive leadership style.
- Excellent oral, written and presentation skills and ability to influence at executive level.
- Strong negotiation and influencing skills.
- Demonstrate sound financial management and commitment to good governance; including regularity, probity and control in the discharge of all financial matters.
- Ability to deal with ambiguity and take a solutions focused approach to make decisions, take initiative, motivate and empower others into action.

- Strong analytical skills and lateral thinking to develop creative and innovative service solutions.
- Ability to scrutinise business cases, work with BAU and operational teams to ensure change readiness.
- Ability to analyse the 'as is' position and make recommendations, through a collaborative and evidence based approach, on moving to a new 'to be' position.
- Comfortable working with IT systems and learning how to leverage systems capabilities.
- Ability to shape, plan and lead the work of a team also utilising effective performance management.
- Ability to manage, motivate and develop staff.
- Resilience and drive to meet the demands and pressures of the post.
- Ability to manage and scrutinise complex budgets and financial methodologies.
- Ability to deputise for the Executive Director of Health, Wellbeing and Adults as required.
- Tract record of promoting equality of opportunity.

### **Knowledge and Skills**

- Knowledge of emerging integrated care systems development.
- Knowledge of the issues in relation to strategic commissioning and procurement activity for adult social care and health.
- Knowledge and experience of health and social care commissioning and integrated provider models of care.
- A strong understanding and experience of the regulatory, legislative and political environment in which we operate.
- Experience of change management processes such as risk management, planning, control and change readiness.
- Experience and knowledge of integrated contracting models, development of shared risk approaches and understanding of emerging integrated care systems.

- Knowledge of budgeting and value for money principles as well as knowledge of emerging integrated budget arrangements to ensure the most cost-effective outcomes are achieved within limited resources.

### Special Conditions

Able to work outside of normal office hours when required and to be a part of the senior manager out-of-hours rota.

### Corporate Values

Our values are the base of every job role within Croydon – our values are fundamental in everything we do as a Local Authority. You are required to demonstrate a commitment to our corporate values and this will be assessed using the criteria below:



**One Team:** To cross boundaries to work together towards shared goals with colleagues, partners and communities.

- You are strategically innovative in your approach to building and maintaining partnerships and you and your teams act in a joint enterprise with them. You use your contacts and colleagues to bring teams together.

**Proud to Serve:** We strive to always do our best for the community, getting the most from limited resources and using taxpayers' money wisely.

- You are proud to be part of the wider Croydon and the contribution you and your teams make to it. You make a difference to people's lives through engagement and you strive to get the best possible value for money for customers.

**Honest and Open:** We work hard to build trust by treating everyone with honesty and integrity.

- You think through who needs to understand what during communication; and take care to communicate detail clearly. You take people's views into account continuously. You trust people, colleagues and staff, to do their best and deal with any issues positively.

**Taking Responsibility:** We encourage and support each other to take responsibility and show what we can do, learning together and recognising each others' contributions.

- You are clear where formal accountability lies and where we can all take responsibility for results. You praise your colleagues for their efforts and ideas and thank them for their contributions.

**Valuing Diversity:** We make the most of the many perspectives that make Croydon distinctive.

- You treat all staff and customers with equal value and respect. In everything you do, you make good use of the wide variety of background, skills and perspective your teams, the Council and the community demonstrate.

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