

Kent County Council

Job Description: *Director of Adults and Integrated Commissioning*

Directorate:	Adult Social Care and Health Directorate
Unit/Section:	Adults and Integrated Commissioning
Grade:	KR17
Responsible to:	Corporate Director for Adult Social Care and Health

Purpose of the Job:

The Director of Adults and Integrated Commissioning will provide strategic leadership, direction, and assurance across both commissioning carried out within the Adult Social Care Directorate and, on behalf of the whole Council, commissioning which is undertaken in collaboration with Health partners, including through the Kent and Medway ICS.

Providing inspirational and inclusive leadership, the postholder will be responsible for the development and implementation of effective commissioning that secures adult social care, community support, health, and jointly commissioned services that makes use of the full range of resources internally, from partners, the market, and the local community, addressing the needs and wishes of service users, meeting service requirements, and informed by the latest innovations.

Working at a strategic level across both KCC and the NHS, the postholder will develop, implement, and continuously evolve an integrated commissioning approach with the NHS in those service areas that will be jointly agreed by the local authority and Health. These will include hospital discharge services, learning disability and ASD services, neurodevelopmental pathways and complex care for children and young people, and public health services.

Main duties and responsibilities:

- Lead and deliver the strategic commissioning priorities of KCC and, where relevant, the ICB, consistent with the objective of delivering the best outcomes for residents across adult social care, community support, health, and jointly commissioned services, making best use of collective resources and continuously improving performance and efficiency. As well as the DASS and ICB, ensure integrated commissioning aligns with the vision of the DCS and the DPH.
- Provide leadership on the development and management of strong partnerships with providers and key public sector partners, including Health, to drive forward transformational change through commissioning, effective market management and the development of a vibrant local market, including the further integration of commissioning between the Council and Health partners, to ensure the needs of the local population are met in as sustainable a way as possible.
- Provide leadership to ensure the effective development and delivery of commissioning strategies and best practice across the whole commissioning cycle,

enabling the development, delivery and continuous improvement of high-quality services that support Kent residents to lead healthy, fulfilling, and independent lives. Ensure that approaches are developed to commissioning that address personalisation and the whole person pathway from self-care and illness prevention through social, primary, community, secondary, and tertiary care.

- Ensure that there are appropriate governance mechanisms, delegated responsibilities, and procedural arrangements in place to effectively support the commissioning of high-quality services, including through integrated commissioning arrangements, and which is compliant with internal policy requirements and relevant national guidance, legislation, and regulations.
- Provide regular, timely, and well-formed advice to Council officers, elected members, and ICB officers on national and local policy directives and legal requirements, and on matters relating to adult social care, community support, health, and joint commissioning of services, including advice on alternative service provision methods and potential opportunities.
- Oversee, deploy, and effectively manage KCC and, where relevant, ICB, budgets that are used to commission adult social care, community support, health, and jointly commissioned services.
- Lead responsibility for Section 75 and other partnership agreements between the local authority, Health, and other relevant bodies, ensuring these work as effectively as possible to deliver services with good governance applied and best value secured.
- Lead high-quality Adults and Integrated Commissioning Teams, including the management of key staff within these teams, driving positive cultural change through the appropriate engagement, challenge, and empowerment of officers to work as effectively and efficiently as possible.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

All Corporate Directors, Directors and Heads of Service have an explicit responsibility to work as part of a team to deliver, collectively, the agenda of the County Council. These are fundamental elements of their role not an addition and are summarised as follows

Whole Council

- Seek to improve the lives of all residents in Kent and the economy of Kent
- Act as corporate parent to the Council's Looked After Children
- Take an active role in promoting and ensuring the Council's responsibilities for safeguarding are met
- Understand, communicate and contribute to the delivery of KCC's strategic aims
- Meet statutory obligations and promote and ensure compliance with policies and procedures and the Council's Code of Conduct (Kent Code)
- Advise elected Members and support the democratic process
- Promote the Council brand and enhance the overall reputation of the Council
- Understand and monitor the measures of performance, including customer insight, which define successful outcomes for KCC services
- Maintain and ensure a relentless focus on the customer
- Act to support the Council-wide need to deliver services within budget, thereby avoiding an overspend that could damage the financial viability of the Council
- Overcome professional and service silos to achieve the County Council's objectives

Integration of Services

- Focus resources where they have the biggest impact
- Deliver services that are flexible and adaptable
- Integrate services within KCC and work with partner agencies to ensure a seamless customer experience
- Fully and inclusively engage all staff in the delivery of services, demonstrating the Council's leadership values and competencies

Embedding Commissioning and Engaging Relevant Markets

- Establish an outcome focused organisation
- Meet the financial regulations and standing orders of KCC
- Challenge the status quo and engage with the market to constantly improve
- Ensure all services are delivered effectively and efficiently
- Proactively and continuously seek to improve service delivery
- Proactively manage risk to avoid inertia whilst not exposing the Council to needless and avoidable challenge or loss

Managing Change

- Understand and support the Authority's overall change agenda
- Deliver required outcomes of service specific change on time and to budget
- Understand the quality of staff, support their development, nurture those with talent
- Identify the skills for the future and the level of staff through robust workforce planning
- Identify and deal with underperformance

- Deliver to agreed budget and income targets

Kent County Council

Person Specification: *Director of Adults and Integrated Commissioning*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	<p>Educated to degree level with evidence of continuing professional development across adult social care and health over a significant period.</p> <p>Professional qualification in health, social care, or commissioning, or substantial relevant experience in these areas.</p>
EXPERIENCE	<p>Substantial experience at a senior management level in health and social care which has included complex, difficult, and challenging decision-making and working within the statutory framework for health and social care services.</p> <p>Demonstrated experience of leadership, which has included directing services and multi-disciplinary teams through times of change and ambiguity.</p> <p>Demonstrated experience of the successful delivery of major transformational change programmes and associated projects within a similar environment.</p> <p>Substantial experience of inter-agency and collaborative working across organisational boundaries at all levels and with different professional groups.</p> <p>Substantial commissioning experience, which has included developing strategic priorities, designing and delivering services aligned to those priorities, collaborating with partners and service users to deliver the best outcomes, and evaluating from outcomes to continuously improve the delivery of services.</p> <p>Demonstrated experience of budget setting and managing large budgets and resources, including joint commissioning or shared budgets.</p> <p>A proven track record of working effectively within a political environment, providing clear, balanced advice and guidance on strategic issues to achieve the organisation's corporate and service objectives.</p>
SKILLS AND ABILITIES	<p>Strategic thinker with proven high-level leadership skills and an ability to set a clear direction of travel within a complex and</p>

	<p>challenging environment with multiple stakeholders whose priorities may not necessarily align.</p> <p>Interpersonal ability to work across professional and organisational boundaries within and outside the Council with the skills to take a partnership approach.</p> <p>Outstanding influencing and negotiating skills, underpinned by in-depth knowledge of different stakeholder interests and organisational cultures, with an ability to develop and maintain credibility and confidence of colleagues.</p> <p>Strongly developed oral and written communication skills with the ability to manage and communicate very complex, highly sensitive, and highly contentious information in a clear and compelling way to different audiences.</p>
KNOWLEDGE	<p>An in-depth, practical knowledge of legislation and national and local policy, particularly in relation to the agenda for the closer integration of local authority and NHS commissioning of health and social care services.</p> <p>Expert knowledge of all aspects of the commissioning cycle, including a thorough awareness and understanding of widely recognised best practice.</p> <p>A thorough understanding of demographic profiling, health inequalities, and health and social care issues in a diverse community and a commitment to adhere to and promote equalities legislation and local policy.</p>
KENT VALUES AND CULTURAL ATTRIBUTES	<p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their</p>

	<p>decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p> <p>(If this document is being used for recruitment purposes, examples of Behaviours which support the Kent Values will need to be demonstrated within the context of this post)</p>
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