

Appendix 1

Director of Adult Care and 0-65 Disability Services

The Director of Adult Care and All-Age Disability Services will play a key role in the Council's Extended Leadership Team (ELT) in leading and delivering corporate objectives. Each member of the ELT will be responsible for the technical delivery of their roles and the corporate competencies, while living and promoting the corporate values through their day-to-day work.

Reports to: Executive Director of People

Responsibility for: Adult Social Care operational services including a 0-65 Disability Service (incorporating Children with Disabilities and SEN services), Assessment and Care Management, Social Care (including safeguarding and hospital discharge), Provider Relations and Brokerage, Early Intervention and Reablement, Strategic Development, the Better Care Fund and health and social care integration, Care Act Implementation, Quality Assurance, Deprivation of Liberty Safeguards, professional development of adult social workers and Adult Safeguarding Board, No Recourse to Public Funds and Shared Lives, and SEN.

With reference to the pay arrangements for Director posts this post has a 'high' level of weight on:

- Decision making - and the extent to which the post holder makes decisions without further authority
- Service complexity – and strategic impact of the internal and external environment within which the postholder operates and the complexity of partnership working
- Risk management - taking into account the degree of uncertainty, resource implications and strategic consequence for the organisation
- Reputational impact – and the degree to which the Council's reputation is impacted by extreme positive or negative performance of the services that the postholder is responsible for

Job Purpose:

You will work as part of the Council's Extended Leadership Team with a direct report into the Executive Director of People. You will take full responsibility for all matters relating to operational delivery of adult care (other than adult mental health), assessment and care management, social work and social

care (including safeguarding and hospital discharge), provider relations and brokerage, early intervention and reablement, strategic development, the Better Care Fund and health and social care integration, Care Act implementation, quality assurance, deprivation of liberty safeguards, professional development of adult social workers and adult safeguarding board, no recourse to public funds and shared lives; a 0-65 disability service (incorporating children with disabilities services and Special Educational Need).

You will work closely with the Corporate Leadership Team (CLT) to limit the impact on front line services even when faced with a significant reduction in resources.

Key Stakeholder Relationships:

Internal: Councillors, Corporate Leadership Team, and Council Directors

External: Government Departments, National Consultation Groups, Strategic Partners, Other Local Authorities, Trade Unions, MPs, Partner Organisations, Professional Bodies, Health Partners including CCG and Croydon Healthcare Services, SLAM, NHSE, CSU, Schools and colleges.

Statutory Responsibilities:

This role has responsibility for discharging the functions reserved to the statutory role of Director of Adult Social Services and deputises across all statutory social care functions (for adults) as well as for children with disabilities and SEN, including statutory assessment and placement processes, in the Executive Director's absence.

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 is required to be on call as part of a Chief Officer on-call rota.

Key Outcomes:

To help families be healthy and resilient and able to maximise their life chances and independence

To help people from all communities live longer, healthier lives through positive lifestyle choices



To protect children and vulnerable adults from harm and exploitation

To help families and individuals be more financially resilient and live affordable lives

To prevent domestic and sexual violence where possible, support victims and hold perpetrators to account.

Key Deliverables:

- 
- Support the development of preventative approaches, along with other parts of the People Department, other council departments and health colleagues
 - Develop joint partnership strategies and associated work programmes which enable adults with social care needs to have personalised, flexible and integrated care and support, maximises independence, dignity and choice, safeguards individuals at risk of harm and optimises models of self-directed support programmes.
 - Shape the local care and support market in conjunction with Director colleagues, to ensure that private and third sector providers respond with creativity to the aspirations of service users.
 - Responsible for the Council's personalisation agenda for adult social care ensuring the continued development and implementation of self-directed support for people with eligible needs, and in relation to carers' needs.
 - Responsible for negotiating with providers for bespoke care and support packages for individual service users, monitoring of service standards and ensuring robust operational financial processes including payment of providers, financial assessments and charging of service users, Court of Protection deputyships and deferred payments.
 - Lead on social care transformation, developing new service models which maximise efficiencies and deliver best possible outcomes for service users and carers.
 - Responsible for quality assuring professional standards in social work and social care, including safeguarding processes and practice, deprivation of liberty safeguards and mental capacity assessments.
 - Responsible for safeguarding adults at risk together with the provision of complex social work interventions across all service user groups.
 - Responsible for the effective delivery, value for money and strategic development of remaining 'in-house' provider services
 - Improving outcomes for children and adults with disabilities or complex long term conditions of all ages
 - Effective management of a complex budget.
 - To operate within the governance, financial and legal frameworks of the Council at all times.

Specific Minimum Qualifications and Expertise

- Proven track record of leading adult social care 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 for vulnerable adults and children with disabilities and SEN.
- Proven ability to lead a strategic team at a similar level in a large organisation through customer services and leadership capability
- Holds a social work qualification, Health and Care Professions Council Registration and evidence of ongoing professional development.
- Knowledge of relevant legislation, policy and good practice that relates to the provision of adult social care.
- Excellence in team management and service delivery in relation to the provision of customer orientated services including the ability to manage departmental relationships
- Significant track record in executing team and individual performance effectively
- Embedded communication ability both upwards and downwards within an organisation and externally to improve service delivery
- Experience of successful provision of effective demand and budget management.

Leadership Framework

Our leadership framework follows the principles of a competency framework and all of our leaders are expected to demonstrate these through their application process.

Developing Oneself – You demonstrate the values every day, you are passionate about the services you lead and deliver the vision and outcomes of Croydon Council. You are inspirational and engage others through personal leadership making the vision understandable to everyone.

Inspiring and Developing People – You identify talent and develop their capability to ensure a committed and motivated workforce, you create a culture based on the corporate values and ensure staff and stakeholders deliver a desired outcome.

Collaborating and Influencing for Results – You are challenging and innovative in your approach to driving high standards and value for money, you trust and respect staff and partners and empower them to be courageous to try new approaches.

Enabling and Facilitating the Community – You create effective collaboration between stakeholders, establish relationships and understand others perspectives. You are open and honest with others. You build a shared sense of purpose across Croydon, ensuring delivery and a collective use of resources



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.