Join us – Make a Difference to our communities

West Sussex County Council is rapidly changing. Increasing demographic pressures, continuing challenges to provide residents and communities with greater levels of choice and control over services, and the tighter financial constraints placed on the authority means that the Council is changing the way it operates.

During a period of significant and fundamental change, we need to provide strong, experienced, collaborative and cohesive leadership to adult social services and its partners to transform, develop and deliver services that promote choice, genuinely put the person at the centre of what we do, safeguards vulnerable people, and secures high quality care quality of care in a challenging budgetary framework.

About the Job

You’ll provide professional leadership for the County Council’s statutory social services functions for adults. You will work in collaboration with local partnerships and networks and be accountable for co-ordinating services across a diverse range of needs including, elderly care, help for people with physical and learning disabilities, mental health services and carer support.

Working with elected members as a member of our Corporate Leadership Team you will develop, implement and track programs that will ensure better outcomes for individuals and communities across our five core priority outcomes:

1. Best start in life;
2. Prosperous place;
3. Strong, safe and sustainable places;
4. Independence in later life; and
5. A council that works for the community.

You’ll lead the market shaping, market development and continuity of services so that people can maintain control of their lives whilst providing essential care and support. You’ll radically transform the way in which adults’ services are delivered creating new and integrated delivery models that breakdown and reconfigure historic, organisational, budgetary, and governance silos and integrate with a wide range of partners, to drive efficiency and achieve quality resident focussed services. You’ll also hold the statutory office of Director of Adult Social Services as specified in legislation.

Job Details

Salary: Six Figure Salary
Grade: Senior Management Group (SMG)
Directorate Group: Care, Adults, Families, Health and Education.
Location: Chichester.
Required experience and skills

You will be a highly experienced senior leader, preferably with previous DASS experience or experience in a large, complex, county setting. You will have a proven track record of success in a frontline service environment, delivering excellent and compliant statutory services, and have the vision and ability to transform. You will have demonstrable and successful experience in delivering transformation through co-production with partners, residents and across systems.

Educated to postgraduate level, (a professional qualification in social work, health or management would be desirable) and/or significant equivalent experience at senior manager level of successfully managing statutory social care services and leading successful change programmes that focus on improving outcomes and delivering value for money.

You will demonstrate a broad and deep knowledge and experience of leadership, processes, legislative accountabilities, planning and performance management in adults’ services and the macro social and economic context in which local authorities work and the implications of this for the delivery of the County Council’s aims as expressed in the West Sussex Plan. You will have demonstrable and evidenced success in delivering proportionate and effective safeguarding services.

You will possess excellent leadership, finance and people management skills and be able to show that you have to delivered real and sustainable transformational change, within budget and on time, in a complex and changing environment. You will be able to evidence your ability to lead by example and work collaboratively and cohesively to create a workforce who deliver and are committed to the organisation and its vision.

You will be able to demonstrate how you build, maintain and use your broad networks and partnerships across the private, public and voluntary sector to deliver great outcomes for adults and negotiate and influence in complex, multi dimensional environments and achieve results.

You will be able to demonstrate how you have engaged with, articulated and represented the voice of the people in the community, particularly those most disadvantaged or vulnerable and identified, managed and mitigated a variety of risks within a complex adult social services framework.

Key Responsibilities

Discharge all the statutory responsibilities of the Director of Adults Social Services

Radically transform the way in which adults social services are delivered through the creation of new and integrated delivery models to drive efficiency savings and ensure high quality resident focused services. Identify and drive through the necessary changes to culture and practice to successfully embed change and new ways of working.

In line with the transformational agenda, set the strategic direction and implement operational plans for the Council’s adults’ social care service based on the principles of enablement, localisation, citizen choice and value for money to ensure that Council meets its legal, statutory and political obligations and achieve the required efficiency and cost savings, whilst effectively managing risk.
Create a cohesive, responsive management team who are able to drive through change, work with partners and achieve best value for money and positive outcomes for residents.

Provide strong, visible and motivational leadership across the Council and its partners to build a culture of high performance. Inspire and support the delivery of the County Council’s ambitious objectives and deliver outcomes in line with the West Sussex Plan ensuring the health, safety, wellbeing and independence of adults in the county.

Develop and drive excellent partnership and other working relationships with key stakeholders (internal and external) to ensure the social care needs of local communities are given equal emphasis and managed in a co-ordinated way through joint strategic needs planning/assessments, delivery of shared priorities, services and governance arrangements.

Lead the management of contracts with adults’ services providers to ensure compliance with contractual requirements and targets so that highest possible levels of service quality are provided. Make sure that individual outcomes, resource and financial management are at the heart of every strategic decision and that adults’ services resources are sustainable, deliver value for money and are compliant with relevant policies and guidelines.

Provide professional leadership for adults’ services to ensure the Council has a highly skilled workforce, that uses national best practice to inform work and ensures ongoing professional development and delivery of high quality services.

Provide a range of information to the Cabinet and Elected Members to enable them to monitor the delivery of their political objectives and priorities across West Sussex and ensure accountability of services to local communities through consultation with local people.

Lead strategic programmes and projects for the Council ensuring that they are managed and controlled in an effective manner to achieve their intended benefits and goals.

Working collaboratively with all Executive Directors and Directors to ensure the delivery of agreed priority outcomes for individuals, communities and collaboration and partnership.

As a member of the Corporate Leadership Team you will be expected to lead by example, role modelling our values and work collaboratively and cohesively to deliver the West Sussex Plan. Leading with value-based behaviours, you will create a workforce who are committed to our organisational values and cultural aspirations.

Our Values

Our values are the base of every job role within West Sussex County Council and underpin the way we do things here. They demonstrate how we work and interact with each other, our customers and our partners on a daily basis and our selection processes are reflective of this. For further details visit the jobs pages of our website.