Executive Director of People Services

Join us – Make a Difference in our communities

West Sussex as an area is rapidly changing with increasing pressures from our demographics, continuing challenges to provide our residents and communities with greater levels of choice to support improved outcomes in their lives and of course we need to do this within tighter and tighter financial constraints. We recognise therefore that our organisation, working with and alongside our partnerships, needs to fundamentally change.

During a period of significant and fundamental change, we need strong, experienced, collaborative and cohesive leadership across our organisation. This requires a strong, collaborative strategic and corporate foundation for our organisation.

In this context, a key set of priorities relate to the leadership of the County Council’s response to the future challenges for social care, health integration and education and skills. Key to achieving our priority outcomes is a focus on establishing county-wide systems leadership and engagement across a complexity of partnerships throughout the county, nurturing and developing greater collaboration, alignment and integration with key partners and the voluntary sector to achieve improved outcome for the lives of our residents.

About the Job

You will provide leadership across all social care services, health and education, to improve outcomes for all adults, children, and young people, deliver outstanding customer experience to all citizens and communities of West Sussex, while tackling demographic challenges and increasing demand on services, within a complex and uncertain financial environment.

You will establish effective engagement with Members and strategic partners to develop a shared understanding of the future operating model for these services. In addition, you will work collaboratively across the County Council in order to enable development of cohesive community based services ensuring the alignment of key service delivery initiatives such as community based social care, early help and community involvement strategies.

You will lead and develop innovative and transformational ways of delivering services and enable cultural change across services, partnerships, and sectors, in order to maximise opportunities to deliver improved outcomes for our residents and communities. Key to this will be driving forwards our commissioning agenda, practice, and innovation, as well as maximising digital solutions for service outcomes.

You will raise the council’s profile locally, regionally and nationally, and influence the social care, health, and education agenda develop the role of the Council within these sectors.
Job Details

Grade: Senior Management Group (SMG)
Department: Resource Services
Location: County Hall, Chichester

Required experience and skills

Proven transformational and visionary leader with evidenced ability to collaborate across an organisation to achieve political priorities.

Proven ability to lead a range of services at comparable level to the people services department through evidenced strategic, customer service, and leadership capabilities.

Proven communication skills with the ability to develop networks and partnerships, influence corporately with senior stakeholders and partners internally and externally.

Evidenced successful leadership of large scale health, social care and education services.

Evidenced track record of improving outcomes for residents and communities through system-wide collaboration.

Significant track record in executing service level, team, and individual performance effectively to drive performance improvement.

Proven track record of leading significant transformational and cultural change across complex services.

Experience of managing complex projects and project management methodologies.

Experience of working in complex political and social environments.

Have excellent interpersonal, motivational and influencing skills.

Substantially numerate with highly developed analytical skills using qualitative and quantitative data.

Ability to design, develop, interpret and implement policies.

Ability to communicate both upwards and downwards within an organisation and externally to improve service delivery.

Leadership skills and behaviours which have the ability to positively drive culture, focus on results and forge a strong team from diverse backgrounds to achieve strategic objectives within a rapidly changing and ambiguous environment.

A deep understanding, gained through significant experience, in delivering value for money services in a complex and diverse organisation.

Key Responsibilities

Work collaboratively with Cabinet Members to agree the strategy and approach to service delivery and the development and implementation of transformation and change to deliver agreed outcomes for our residents and communities.

Ensure effective deployment of agreed finance, people and other resources demonstrating value for money, with statutory and financial obligations.

Using insight and expertise to work with the Chief Executive and Executive Directors, to
work together to bring the organisation’s vision and strategy to life with Cabinet, partners and employees at all levels.

To ensure children have the best start in life through ensuring that we support children and their families in the vital early years to ensure we get the foundations right to help shape young people’s futures.

To ensure people from all communities are independent for longer in later life by ensuring everyone is given the chance to live long, active, independent and healthy lives, whatever their circumstances.

Leading the development of commissioning strategies and plans across the department in developing joint commissioning with health partners, and in developing commissioning skills and competences to support this.

Lead partnership working with partners and the voluntary sector to achieve greater collaboration and alignment to deliver improved health and social care outcomes, in particular leading the development and delivery of shared priorities with multi-agency partners to support the delivery of health and social care integration.

Ensure that there is a clear and consistent focus across the Council and its partners on delivering an inclusive and outstanding customer experience to all of the citizens and communities of West Sussex.

Lead Children’s, Adults’ and Education directorates to increase innovation to address increasing demand within a challenging financial environment through influencing all aspects of the system to drive increased sustainability particularly through optimisation of digital solutions.

Work across the organisation and with key partners to drive forward the focus on prevention, independence, and early intervention throughout the system to improve the health, social care, and education outcomes for our residents and communities.

Our Values

You will lead, promote and demonstrate the values of our organisation.

- Trust and Support
- Listen and Act Upon
- Customer Centred
- Honest and Realistic
- Genuinely Valued

You will lead, promote and demonstrate the cultural ambition of our organisation:

‘To become an organisation which lives and breathes our values where all of our people are able to work in an empowered, collaborative and innovative way to make a real and positive difference to all our communities.’