

Role profile

Job Title:	Assistant Director NWL Health Integration
Department:	West London Alliance
Directorate:	Chief Executives

Grade:	CB3
Post no.:	65435
Location:	Perceval House (although expected to travel across the relevant boroughs)

Role reports to:	West London Alliance Director (pay and rations) Lead Chief Executive for the NWL Councils (tasking and strategy)
Direct reports:	Project Officer (may increase dependent on programme)
Indirect reports:	Interim staff, secondees, consultants and staff from boroughs and other partner organisations as necessary

Job description

Purpose of role

- Shape and redesign the ways of working between the 8 North West London (NWL) authorities and the Integrated Care Board (ICB), Provider Collaboratives, and the wider health system.
- Develop clear strategic priorities and joint areas of work of mutual benefit.
- Establish and maintain a sustainable engagement framework between the authorities and the health infrastructure.
- Influence the health of the 2.1 million people who live in North West London by bringing together a single collegiate voice of the eight local authorities
- Support engagement with NWL Integrated Care Board, Provider Collaboratives, and the changing health environment.
- Lead the NWL work to agree on sequencing of priorities, action plans, and support local leads to deliver change at both borough (place) and sub-regional (system) levels, while consistently articulating opportunities to improve outcomes for NWL people
- To provide exemplary leadership and significant sector knowledge, motivated by delivering the key outcomes for the funding boroughs and their residents and in support of the strategic vision.

Key accountabilities

- Accountable to the NWL Chief Executives, reporting to the nominated health lead.
- Ensuring alignment of the programme with the overarching strategic goals of the NWL Chief Executives and to champion and drive transformation and change programmes and initiatives through innovation, the reform, modernisation, and continuous review.
- Work directly with, and be accountable to, the nominated thematic leads from the North West London Directors of Children's Services (DCS), Directors of Adult Social Services (DASS), and Directors of Public Health (DPH), ensuring cohesive and integrated efforts across all sectors.
- To seek to influence policy whilst offering professional expertise, innovation, and insight into service issues.
- Establish and lead a sustainable sub-regional health engagement and delivery framework for the 8 local authorities and the health system, fostering collaboration and shared goals.
- To lead operational business and service planning including long-term policy and service development and continuous service improvement, project delivery with a focus on results and outcomes.
- Establishing an annual work programme with stakeholders and leading on its effective delivery of initiatives.
- Shape and influence the collective position of the NWL local authorities, ensuring a unified and strategic approach to health and social care.
- Provide leadership on the effective delivery and evaluation of key transformation projects as outlined in the engagement programme, driving innovation and improvement.
- Establish and report against a performance framework to measure the efficacy of the programme, ensuring accountability and continuous improvement.
- Utilise stakeholder engagement to establish programmes of work, analyse progress, and report back on achievements, ensuring transparency and accountability.
- To foster and develop internal cross-council collaboration, working relationships and better-connected services and partnerships, with senior officers, peers and specialist advisors whilst developing exemplary commercial contract partnerships with key contractors to provide seamless services, drive continuous improvement and promote working as 'one council'.
- To promote equal access to opportunity in service delivery and employment.

Key performance indicators

- The role will be responsible for designing a KPI framework for the role with stakeholders and then reporting against it.
- Stakeholder satisfaction with the efficacy and impact of the programme.
- Delivery of an annual impact report on the programme to capture qualitative and quantitative impact of the programme.
- Return on Investment for funding boroughs

Key relationships (internal and external)

- NWL Chief Executives
- NWL Director Boards: Adults, Children's, Housing, Health
- NWL Integrated Care Board governance infrastructure
- NLW Integrated Care Board delivery infrastructure
- West London Alliance programme leads and officers
- Local Authority Directors, Assistant Directors, Heads of Service and area leads
- Providers, suppliers and third sector groups

Authority level

- For providing professional advice to Chief Executive, corporate boards with relevant legal, financial, and other key implications.
- Manages staff and consultants
- Manages relevant WLA budgets up to £500k
- Manages grant funding when required
- Overall responsibility for ensuring the successful delivery of the collaborative engagement of NWL LAs and ICB
- Responsible for making policy and strategy recommendations and providing advice to WLA borough Chief Executives and Leaders and senior managers and executives the ICB and other health infrastructure.

Additional Requirements

- Any other duties appropriate to the post and grade

Person specification

Community and partnership working are essential for all roles as are a commitment to Equality, Diversity and Inclusion and ensuring Health and Safety at Work for everyone working at Ealing Council.

Recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain a Disclosure and Barring Service (DBS) check.

Essential knowledge, skills and abilities

1. Significant knowledge of Local Authority services and the strategic and policy environment in particular in relation to health and social care programmes. This should include an appreciation of the full range of opportunities from devolution and public service reform within the London context.
2. Experience of operating in a strategic role and managing relationships at senior levels across a range of different organisations and partnerships to improve outcomes.
3. Demonstrable record of successfully managing the delivery of complex, high value and multi-stakeholder programmes and projects involving business transformation
4. Demonstrable experience of successfully delivering collaborative partnership working in the public or private sector and delivering programmes of public service reform in relation to economic development issues.
5. Excellent interpersonal skills with the experience of building relationships in contentious environments based on trust, accountability and authenticity.
6. Substantial knowledge and understanding of the bidding process and management of budgets, project funds and external funding.
7. Demonstrable experience of undertaking complex ideas, information and data and developing coherent strategies and compelling business cases.

Essential qualification(s) and experience

1. Educated to degree level or equivalent, potentially with a professional qualification in health or social care
2. Evidence of continuing professional development
3. A proven tracked record of experience in health or social care.

Values and behaviours

Improved life for residents	Trustworthy	Collaborative	Innovative	Accountable
<ul style="list-style-type: none"> • Is passionate about making Ealing a better place • Can see and appreciate things from a resident point of view • Understands what people want and need • Encourages change to tackle underlying causes or issues 	<ul style="list-style-type: none"> • Does what they say they will do on time • Is open and honest • Treats all people fairly 	<ul style="list-style-type: none"> • Ambitious and confident in leading partnerships • Offers to share knowledge and ideas • Challenges constructively and respectfully listens to feedback • Overcomes barriers to develop our outcomes for residents 	<ul style="list-style-type: none"> • Tries out ways to do things better, faster and for less cost • Brings in ideas from outside to improve performance • Takes calculated risks to improve outcomes • Learns from mistakes and failures 	<ul style="list-style-type: none"> • Encourages all stakeholders to participate in decision making • Makes things happen • Acts on feedback to improve performance • Works to high standards