



ROLE:	CHIEF OFFICER, SOCIAL CARE & HEALTH DIRECTORATE
GRADE:	CO Band A 1 – 4 (£77,418 - £80,784) but flexibility possible for an outstanding candidate.
POST ID:	CO SHH
HOURS:	37 hours per week
LOCATION:	Usk County Hall, Rhadyr

We are in the market for a public service leader who really gets leadership....

Our organisation cares deeply about the people that we serve. Our purpose is clear - we will do whatever it takes to build sustainable and resilient communities - and we mean it.

Yes we know times are tough, we hear the rhetoric but we are excited to be a part of the leadership generation that sorts it out. In Monmouthshire we are staying true to our priorities around achieving great learning outcomes for young people, protecting the vulnerable, promoting enterprise and keeping locally accessible services going. Ambition still burns bright here and we are finding the ways to succeed.

You'll know a lot about this because, in our view, it's what great social work is all about. We want our people to live the life that they choose. We are developing the practice and mechanisms to stimulate innovation and scale success. We are passionate about unshackling your profession and creating the conditions for amazing people to be tremendously successful.

Sustaining, developing and adding value to this agenda is a tall order. That's why we're looking for an outstanding, brave public servant who understands that social work is not just a profession, a department or a caseload – it's a mind-set. You will want to make an amazing contribution to a progressive organisation set within an enterprising county. You will want to balance risk and responsibility because you will understand we need both these things to enrich social work practice and reinvigorate public services. You will be a core member of our Leadership Team. We will expect a lot of you, we don't do passengers here.

Come and help us lead the beautiful county of Monmouthshire, you will be challenged every single day but you will love every single minute of it. If you are up to and up for this, give our Chief Executive, Paul Matthews a call on 01633 644041 / 07939 316181, drop him on email paul.matthews@monmouthshire.gov.uk or a tweet @paulmatthews67.

Closing Date: 12 noon on Tuesday 7th July 2015

Application forms can be completed online or down loaded via:

<http://www.monmouthshire.gov.uk/home/education/jobs-and-employment/how-to-apply-for-council-jobs/>

Completed paper application forms should be returned to the following address:-

Employee Services, Monmouthshire County Council, PO BOX 106, CALDICOT, NP26 9AN

Please note that we are not able to accept CV's

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check.

Monmouthshire County Council is an equal opportunities employer and welcomes applications from all sections of the community. All posts are open to job-share unless stated otherwise.

Monmouthshire County Council operates a Smoke Free Workplace policy.

ROLE PROFILE

RESPONSIBLE TO: Chief Executive Officer

The Purpose of this Role:-

1. To provide clear and purposeful leadership in the areas of social care and health
2. To be accountable for line management of all staff within the service, for effective, prudent and sustainable management of the service areas budgets and accountable for the achievement of service outcomes
3. To lead the service change and improvement agenda across the social care and health service areas and to secure improved outcomes for service users.
4. To carry out the functions of the Director of Social Services as defined in Schedule 1 of the 1970 Local Authority Social Services Act and updated by Welsh Government in June 2009 in [guidance](#) issued under section 7 of the 1970 Act.

Principal Accountabilities:

1. To provide expert and purposeful leadership to the service area and up to date advice to the Chief Executive Officer, strategic leadership team and to elected members on all matters relating to social care and health.
2. To ensure that the service offer is focused on client need and requirements in accordance with Monmouthshire's strategic outcomes.
3. To work as a committed and enthusiastic member of the strategic leadership team
4. To achieve and strive to exceed such targets and outcomes as may be specified by the Chief Executive.
5. To work in close cooperation with the strategic leadership team and with colleagues in other business areas to work jointly to achieve outcomes.
6. To seek every opportunity to work in partnership with external partners and stakeholders in the statutory and voluntary sectors to optimise service delivery and benefit to clients.
7. To seek to maximise Monmouthshire's resources through external funding in accordance with strategic outcomes.
8. To ensure that the resources of social care and health are properly and competently employed, including preparation and control of the service areas revenue and capital budgets in accordance with Standing Orders and Financial Regulations.
9. To provide strong leadership and strategic direction to staff through appropriate arrangements to ensure their performance and contribution are utilised to maximum effect in the delivery of outcomes.
10. To ensure that Monmouthshire's responsibilities under the Health and Safety at Work Act 1974 and subsequent regulations are met in respect of social care and health.
11. To continue to develop the effectiveness of the regional working boards in minimising barriers to service improvement and maximising collaborative working.
12. To put in place robust, sustainable and affordable service plans.
13. Through personal example open commitment and clear action, promote the diversity of Monmouthshire people and communities and ensure equal opportunity in all aspects of employment and service provision.
14. To carry out any other duties as may be reasonably required by the Chief Executive.

Please note: This is deemed to be a politically restricted post under the terms of the Local Government and Housing Act 1989

What else you need to know.....Monmouthshire Values are:

Openness: We aspire to be open and honest to develop trusting relationships.

Fairness: We aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.

Flexibility: We aspire to be flexible in our thinking and action to become an effective and efficient organisation.

Teamwork: We aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals.

And this role, will work with Monmouthshire to achieve these.

Important documents:

[Annual Report of Chief Officer for Social Care and Health](#)

[Improvement Plan 2015-17](#)

[The Medium Term Financial Plan and Budget Process for 2016-20](#)

PERSON SPECIFICATION

To join the leadership team at Monmouthshire County Council, you will need to be able to demonstrate strong ability and a clear track record of delivery in the following key areas. We know this is a demanding specification and we expect it of all senior colleagues.

1. Setting Direction

- Thinking and acting strategically
- Consistently communicating Monmouthshire's visions and strategic outcomes
- Behaving at all times in accordance with Monmouthshire's values
- Translating strategic outcomes into practical and meaningful reality
- Inspiring colleagues to work purposefully toward achieving Monmouthshire's outcomes
- Ensuring that colleagues see where their contribution fits with Monmouthshire's vision and outcomes
- Encouraging colleagues to play an active part in setting future outcomes
- Being politically aware and accustomed to delivering outcomes within a political context whilst building and maintaining effective working relationships with Elected Members

2. Leading Change

- Promoting an ethos of continuous improvement
- Making decisions and taking responsibility
- Analysing trends, data and other sources of evidence as part of the decision making process
- Building an environment where colleagues learn through understanding their strength and addressing weakness
- Demonstrating a personal commitment to self- development
- Showing an ability to reflect on personal behaviours and understanding their impact on others
- Excelling in conflict resolution as and when necessary
- Ability to challenge established ways of doing things
- Being flexible , imaginative and creative in problem solving
- Being open to change and encouraging this in others
- Being open to challenge personally
- Able to demonstrate having led and delivered significant projects and programmes
- Lead by example in relation to achieving new ways of working by demonstrating high levels of technical skill and ability

3. Outcome Focussed

- Promoting a performance culture and balancing the right level of support and challenge
- Prioritising the delivery of services in line with strategic outcomes
- Organising actively through effective strategy development and planning
- Demonstrating creative resource management skill
- Celebrating success and acknowledging the contribution of others
- Dealing effectively with poor performance
- Championing effective team working
- Creating a strong team ethos

4. Citizen Focussed

- Building positive relationships with citizens and communities
- Designing citizen centred service models
- Working collaboratively, building partnerships and fostering effective joint working
- Simplifying processes and structures whilst being outcome focussed
- Overcoming obstacles in the delivery of outcomes
- Recognising the importance of feedback, compliments and complaints in designing service models

5. Having a Positive Impact on Others

- Empowering other, giving and receiving feedback
- Taking time to review and evaluate yourself and others
- Celebrating diversity and championing equal opportunity
- Continually showing integrity, honesty and professionalism
- Being accessible, visible and reliable
- Keeping commitment made to others

6. Influencing and Negotiating

- Encouraging honesty, trust and respect in relationships with others
- Identifying key internal and external relationships and working at them
- Listening to others as much as offering your own view
- Sharing information readily and openly
- Acting with the highest standards of integrity

7. Qualifications and Experience

Ideally you will have gained an appropriate management qualification to demonstrate your commitment to your own personal development

You will have worked at a senior level in a large, complex organisation