



Role Title	Deputy Director, Joint Commissioning, Health, Education and Social Care (HESC)
Reference Number	OCCSL3001
Service	Adult Social Services
Function	Health, Education and Social Care (HESC)
Reports to	Director of Adult Social Services

Role Purpose

Lead strategy and delivery for Health, Education and Social Care (HESC) services which represents a large and complex portfolio within Adult Social Care, delivering high-profile front-line services.

The Deputy Director has delegated responsibility for statutory accountability in the absence of the Director of Adult Social Care. Accountable for delivery, effectiveness, corporate support and community outcomes, the role is critical to the achievement of change and performance. The focus is on driving performance by translating strategy into successful service delivery that delivers excellence for the residents of Oxfordshire. The Deputy Director will oversee the operational implementation of strategic decisions in alignment with the statutory requirements of the service.

Responsible for driving OCC's [Delivering the Future Together \(DTFT\)](#) values, being a role model within and throughout the organisation as organisational leaders, to deliver excellent services to Oxfordshire's residents. Delivering the Future Together, is our ambitious transformation programme enabling the organisation, to be an employer, partner, and place shaper of choice. Lead on OCC's value of ['daring to do it differently'](#), as the organisation continues to strive to do better.

Corporate Accountabilities

- Work with Directors and other senior leaders to help shape the strategic direction of the service in alignment with organisational priorities and vision, drive forward continuous improvement, and ensure value for money to residents.
- Work with other senior leaders to shape and develop a high performing and inclusive organisation, delivering an excellent service for the residents and communities through an ambitious, integrated, and successful service/function which meet statutory requirements.
- Work corporately to remove barriers and enable colleagues to be entrepreneurial and innovative, and work with stakeholders across the service and organisational boundaries to co-design inclusive and joined-up services that are efficient, effective, and meet the requirements of residents and communities.
- Own the development of workforce plans, ensuring professional development opportunities, developing a culture of high performance and ensuring our colleagues with the service demonstrate our values and behaviours.
- Inspire, motivate, and develop leaders and colleagues, to create a positive and inclusive working environment that creates a culture of trust, collaboration, and ambition where all belong and thrive and perform at their best to deliver excellent services to residents.
- Lead and model continuous improvement in the council through considerable change and transformation across services, while ensuring continuity in performance, financial constraints, and statutory obligations.
- Align the work of the service with Oxfordshire's strategic plan while ensuring priorities and plans are met across a wide range of diverse services in the service.
- Identify developments in the sector and beyond, creating innovative new approaches that illustrate an understanding of the 'system wide picture', anticipating future issues and positively challenging current thinking.



- Develop world leading constructive relationships with a range of stakeholders including business, government agencies, community, local authorities, and community planning partners at both a local, national, and international level.
- Act as a leader, creating an environment in which the county council can jointly design, commission (if required), and deliver outcomes with partners, by unlocking barriers and monitoring the success of these partnerships.
- Support the Cabinet and Members in translating their political objectives and priorities into coherent initiatives to enable the delivery of services across Oxfordshire, working within the appropriate governance structures.
- Accountable for budget ensuring value for money for residents, and delivery of service priorities within budget.
- Deputise for the Director as required and support with the discharge of statutory duties in line with relevant legislation and statutory guidance.

Portfolio Accountabilities

- Operational management of HESC, c.100 employees across approximately six teams, including the line management of individuals responsible for Commissioning, Brokerage, Quality Improvement and Strategy and Innovation.
- Lead a Health, Education and Social Commissioning service area based around a Tiers of Need model (which includes the concepts of 'Promote and Prevent', 'Improve and Enable' and 'Support and Protect') and which supports a focus on the outcomes we want to achieve and developing cross-cutting opportunities across the life pathway.
- Bring commissioners, services, providers, partners and people together to plan, prioritise, commission and manage health and care services to deliver the best possible outcomes for residents.
- Ensure all partners' statutory requirements in relation to commissioning and markets are met, appropriate governance arrangements are implemented, and joint budgets and resources are utilised efficiently and effectively.
- Lead teams to commission services aligned to the Oxfordshire Way, our plan to help people in Oxfordshire live independent and healthy lives, putting people first and helping them in the best way possible so they can be independent and live well in their community. We work in a strengths-based way, helping people to use their own strengths and find good support that is close to home.
- Lead strategic commissioning using strengths-based analysis, evidence-based and outcomes-focused planning, relationship development, market shaping and development, quality assurance and improvement, brokerage and accountability.
- Manage high levels of risk and decision making, ensuring compliance with the law and regulatory framework, being accountable for delivery, effectiveness, corporate support and community outcomes.
- Work closely with the leadership teams of council services, the ICB and other partners, supporting close strategic collaboration and alignment.
- Implement an ongoing programme of transformation and development that drives and encourages commissioning colleagues and functions to work closely together, make best use of our collective resources and ensure services deliver outcomes, quality and value now and in the future.
- Ensure the local commissioning system improves the health, care and wellbeing of the people of Oxfordshire and enables better outcomes, quality and value of local services.
- Maintain effective governance arrangements to support joint commissioning, including periodic review, in line with the statutory responsibilities and obligations of partners and with the agreed schemes of delegation from the statutory organisations.
- Maintain oversight of the s75 agreements, pooled budget arrangements, financial frameworks, performance frameworks and other effective operating arrangements, including updating these as required.
- Ensure robust financial strategy and management in relationship to commissioning arrangements.
- Work with providers, partners and other key stakeholders to facilitate a systematic, strategic approach to quality, safety (including safeguarding) and patient/service user/carer experience with effective measures, monitoring and development for all commissioned arrangements.



- Promote and ensure the effective and efficient delivery of brokerage activities to identify effective care and support arrangements for children and adults, working with operational services, providers and service users.
- Analyse and interpret data, taking appropriate action to manage agreed performance objectives across Commissioning, Brokerage, Quality Improvement and Strategy and Innovation.

Knowledge / skills / experience required

- Social Work or Occupational Therapy qualification with Social Work England or HCPC Registration is desirable.
- An experienced expert in local government and/or NHS commissioning, who has a comprehensive knowledge of the various aspects of the job.
- In-depth understanding of regulations/legislation and best practice within their area of specialism and the wider sector. Understanding of national and local government developments, policy, and emerging trends.
- Experience of leading a large service within a complex and diverse organisation and delivering against constant change and transformation and inspiring the workforce to improve.
- Significant experience of leading diverse and multifaceted teams at a senior level, bringing activities together to achieve an aligned objective.
- Experience of working with key stakeholders including other public bodies.
- Excellent commercial acumen and financial management skills.
- Ability to use deep personal and professional understanding of the agendas or motivations of others to keep them positively engaged, building behind the scenes support for ideas and initiatives.
- Competence in applying personal and professional knowledge of the aspirations and incentives of others to sustain their interest, building behind the scenes support for ideas and initiatives
- Ability to recognise and make use of alliances/relationships to gain support for the county council's strategic plan and its implementation.
- Excellent knowledge of the impact of underlying demographic, social or political drivers, and understands the formal and informal politics at the regional and national level and what this means for the county council.
- Evidence of cultivating a high-performance, cost-effective culture, which delivers outstanding outcomes, through a variety of mechanisms, including structure, working methods, contracts, etc.

Dimensions of role

- The role will lead a complex, and highly visible service for the county council, leading on delivery of the vision and plan for the service.
- The role and service will be answerable to external central government and regulatory scrutiny, which dictates nationally published outcomes about the ability of the council to discharge its statutory duties.
- Significant financial oversight as part of the role, typically supporting the management of a joint pooled budget in excess of £215m
- In conjunction with the Director and wider team, planning will be over a multi-year horizon.

Working arrangements

- The role is politically restricted.
- Able to travel across the county and work from various office locations within the county.
- Contractual base as detailed on contract, but able to work on a flexible basis in line with our Agile Working Policy.

Leading through our values and behaviours

Providing clear and visible leadership by putting our values front and centre of every behaviour, decision, and action.

- Always learning.
- Be kind and care.

- Equality and integrity in all we do.
- Taking responsibility.
- Daring to do it differently.



Date

August 2024

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