

EXECUTIVE DIRECTOR – ADULTS SERVICES

Halton Borough Council
resourcing@halton.gov.uk

SALARY GRADE: Executive Director

WORKING AT HALTON

All our colleagues at Halton have made a positive commitment to delivering great outcomes for our communities. Whoever joins us will share that passion for outstanding service, and strongly align with the values which define our workplace culture:

- Working Together – building fantastic relationships with colleagues and customers
- Continuous Improvement – keeping great service delivery at the heart of everything we do
- Personal Growth – learning, growing and developing ourselves
- Accountability – doing what we say we are going to do
- Inspiring Leadership – positive role models and leading by example

To read more about our values, click [HERE](#)

We are immensely proud that when asked what's great about working for Halton, the most popular response from our workforce has been 'our colleagues'.

Aside from working with a great team, our employees have access to a fantastic range of benefits, including:

- A generous annual holiday allowance starting of 44 days per year (including bank holidays)
- Membership of our defined benefit, salary-linked pension scheme with generous Employer Contributions
- 3 x Salary Life Cover via Local Government Pension Scheme
- Investment in your personal development
- Free Car Parking at HBC sites
- Flexible / hybrid working arrangements available
- Extensive employee benefits platform including discounted shopping, car leasing, gym memberships, wellbeing hub and Employee Assistance Programme.
- Essential Monthly Car User Allowance

For further information about all the benefits we offer, please click [HERE](#).

ABOUT THE JOB

You will serve as the senior leader for the Council's Adults Services Directorate, undertaking the statutory responsibilities attached to the Director of Adults Social Services (DASS) role and providing strategic direction, and day-to-day leadership, to ensure high-quality, efficient, and value-for-money service delivery. As the Council's senior lead for the Health and Care integration programme, One Halton, you will drive collaborative working across the health and care system, be an active participant within the work of the Liverpool City Region and Cheshire & Warrington Sub-Region, and engage with relevant stakeholders and communities to support the Council in fulfilling its community leadership role.

You will build and maintain a strong, engaged, and resilient Directorate Management Team to deliver a coordinated, corporate approach, and ensure full compliance with all statutory and regulatory requirements within the scope of the role.

You will provide clear, informed advice to the Chief Executive, Leader of the Council, the Executive Board, the Council, individual Members, and key governance bodies to support the development and delivery of strategic objectives and priorities. Deputising for the Chief Executive as required, both inside and outside of the Council.

More specific responsibilities include:

- Establishing and driving forward culture and identity, underpinned with a performance management culture which reflects the Council's visions and values
- Supporting Members of the Council in developing their vision and priorities, communicating with the portfolio holder, and advising the Council on the most appropriate response to internal and external pressures for change
- Proactively managing the challenge of rising demand and reducing budgets, ensuring the optimal balance of provision and outcomes within the scope of finance available
- Determining the most effective utilisation and deployment of resources (Human, Physical and Financial) in order to implement Directorate priorities and statutory responsibilities within allocated budgets in an imaginative and innovative way
- Ensure the Directorate is organised optimally to deliver agreed objectives and programmes of work and that all relevant Strategic Plans, policies and statutory requirements are effectively developed, implemented and regularly reviewed.
- Ensuring that robust Finance, Audit and Health & Safety arrangements are in place and that the Directorates assets are adequately safeguarded and maintained
- Establishing and maintain effective management and communication systems and processes, in conjunction with senior colleagues, to ensure that employees at all levels are fully aware of their respective roles, functions and responsibilities and changes to legislation or Council policies.
- Promoting the support and development of staff through continuous professional development, training and organisational development programmes
- Ensure full compliance with corporate policies and processes by management and staff across the Directorate and actively promote and encourage the adoption of Council policies and initiatives
- Create a culture of continuous improvement and innovation and act as a role model to inspire all employees to promote the values of the Council and present a positive image to the community
- Collaborating with colleague professionals in the Liverpool City region and Cheshire sub-region to deliver key objectives as required.
- Contributing professional knowledge and expertise to the improvement of the Council's activities and service delivery.
- Undertake other duties and responsibilities as may deemed to be appropriate.

ABOUT YOU

You will hold a relevant professional qualification in Social Work or Nursing, and be educated to degree level or equivalent, which may include an honours degree or postgraduate training. You will have evidence of continued professional development in a senior public sector role, and substantial leadership and management experience at a senior level within a local authority or comparable organisation. A recognised management qualification, e.g. MBA is desirable.

In addition you will have:

- Knowledge of strategic and corporate management with the ability to maintain a strategic overview and an oversight of operational delivery to analyse situation and make decisions based on risk
- Demonstrable experience of leading service redesign and reconfiguration in the Adult Social Care arena to deliver appropriate outcomes alongside service cost reductions
- A clear understanding of the market dynamics and cost drivers in the Adult Social Care and health arena, with associated experience of working collaboratively to deliver services at the average benchmark cost
- Experience of leading major cultural and organisational change through inception to delivery with sound political judgement and political sensitivity
- Evidence of improving performance, delivering positive outcomes and maintaining a strong performance culture.
- Detailed understanding of the public sector at local, sub-regional, regional and national levels, including political context and the modernisation agenda.
- Thorough knowledge and understanding of relevant legislation, national policy issues and best practice on service areas within the scope of the role
- An understanding and evidence of role modelling equality of opportunity and fairness
- A thorough understanding of the statutory role of local authorities on service areas within scope of the role
- Evidence of improving performance delivering positive outcomes and establishing and maintaining a strong performance culture
- The ability to gain the confidence of elected members, colleagues and partners to build sustainable and productive relationships and a successful track record of effective partnership working and networking with key stakeholders
- Effective communication and negotiation skills to influence outcomes through effective reasoning and persuasion.
- Clear and contemporary understanding of political context at a national, regional, and sub-regional level.
- Strong analytical skills, ability to focus, co-ordinate and implement effective strategies that deliver results
- Experience of successfully managing issues that attract media attention.
- Experience of having led and delivered a range of high level projects to the benefit of local communities
- Enhanced interpersonal skills to operate with sensitivity, engaging Members, staff, partners, business leaders, community and voluntary sector stakeholders, residents and visitors, and the ability to gain their confidence to build sustainable and productive relationships.
- Ability to deal with complex, contentious and confidential issues while demonstrating an awareness and understanding of relevant policies, protocols and statutory requirements
- Ability to coach and mentor colleagues and peers, inside and outside of the organisation, to promote excellence in the delivery of public services.

This post is Politically Restricted in accordance with the Local Government and Housing Act 1989 (as amended).

This post is required to participate in the Council's incident manager rota and may be called in to assist during an emergency situation when an incident is declared.

As this role involves regular travel across the borough and sometimes further afield, a driving license and access to a vehicle are essential requirements. Where appropriate, reasonable adjustments will be made in accordance with the provisions of the Equality Act.

The Council and its schools are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff, workers and volunteers to share its commitment.
