“A ground breaking role to place Manchester at the vanguard of integrated health and social care provision”.

Joint Director of Health and Social Care

2015
Introduction

Manchester’s proud tradition of meeting, and defeating, challenges head-on runs deep in this city’s DNA. So does its determination not to settle for second best.

The Manchester solution to any problem won’t just be adequate – it will impress, raise eyebrows, be better than you thought – and it will be the best.

So whether it’s forging the industrial revolution, discovering graphene’s limitless potential, or winning a devolution deal to reshape and regrow our nation from the north down – Manchester is a powerhouse of fast-paced, world-class, stand-out success.

Overcoming worklessness and developing a new, sustainable and integrated approach to providing high quality health and social care services is crucial to achieving our confident vision. Manchester’s devolution means more power to enable Manchester to overcome health inequalities, develop sector leading health and social care services that wrap around patients and help our economy to grow and prosper.

We’re determined to succeed. To do this we need outstanding leadership of the work streams and programmes that will drive change – our Living Longer, Living Better One Team programme. We need people like you to help us to become the best, as part of ‘Team Manchester’, working to improve the health of and opportunities for all people living in the city.

We’ve started our journey with the key governance structures and agreements in place that will enable us to overcome what were once organisational boundaries. We also know we have a long way to go, and the accompanying pages will describe this historic appointment in more detail. We hope you will find it interesting and help you decide to apply, or if you would prefer, speak to our lead consultant Simon Potts on 07889 736071 for a confidential discussion.
Letter from the Deputy Chief Executive, Manchester City Council and the Chief Officers from Manchester’s three CCG’s

Thank you for taking the time to explore this unique opportunity to improve the lives of Manchester people.

Manchester is a city of huge ambition, innovation and drive. Working in Manchester gives you the opportunity to do things that you wouldn’t get to do in other places. The devolution agreement is just one example of this. The role that Manchester played in brokering this deal with Government was instrumental in securing this game-changing agreement for the City-Region. Game-changing because it will give us more freedom to make the right decisions for Manchester, more opportunities to innovate. Manchester is a hugely exciting place to live and work.

Our vision is clear. Our challenge is to translate our vision into reality and this post will provide the leadership for making this happen. Manchester’s health and social care landscape is unique. Within Manchester City Council’s boundaries there are three acute providers, each with responsibility for community health, the Council with responsibility for adult and children’s care services and public health, three Clinical Commissioning Groups, a mental health trust and a broad range of voluntary and community sector organisations. All these organisations work together under the governance arrangements established under Manchester’s Health and Well-Being Board.

You will need to be skillful at navigating this complex mix of organisations, negotiating your way through a range of leadership styles, perspectives and priorities to deliver a joint and integrated programme of whole-systems reform. Driven by a fundamental focus on what is best for Manchester people you will play a key role in identifying the freedoms and flexibilities to take forward into our negotiations with central government which will remove obstacles that get in the way of progress. This is a key appointment for our City and a fantastic opportunity for the right person.

We look forward to receiving your application.

Geoff Little, Deputy Chief Executive (People)
Simon Wootten, Chief Officer, North CCG
Joanne Newton, Chief Officer, Central CCG
Caroline Kurzeja, Chief Officer, South CCG
Manchester Health Devolution

Manchester is at a pivotal point in its history. As a city it is vibrant and dynamic with a diverse and growing population. The city boasts many accolades, has an established reputation for innovation and offers: world class commercial, cultural, sporting and academic assets as well as internationally renowned healthcare research and provision. However, these assets are not reflected in the health and wellbeing outcomes of the local population, which are amongst the worst in the country. There are also significant inequities within Manchester with a difference in life expectancy of over eight years between different parts of the city.

Integration plan

The recent devolution agreement with the Treasury to devolve powers to the Greater Manchester region (Greater Manchester Devolution) was made in autumn 2014. More recently a further devolution of the £6bn NHS resource to Greater Manchester from NHS England was agreed. This presents a massive opportunity to remodel and transform Manchester’s health and social care system and close the inequity between the assets of the City and the health and wellbeing outcomes of its population.

The aim is to give town hall bosses and local health leaders powers over public health, social care, GP services, mental health and acute and community care from April 2016. This means a substantial amount of work is to be undertaken over the next twelve months (and beyond) to deliver a pioneering, ground breaking integrated health and social care solution for Manchester’s local communities.

Key milestones

- **April 2015:** Process for establishment of shadow governance arrangements (April 2016) agreed and processes initiated;
- **October 2015:** Initial elements of the business case are agreed to support the comprehensive spending review.
- **During 2015:** Production of the final agreed Greater Manchester strategic sustainability plan as part of the review process.
- **December 2015:** In preparation for devolution, Greater Manchester and NHS England will have approved the details on the devolution of funds and supporting governance and local authorities and CCGs will formally agree the integrated health and social care arrangements.
- **April 2016:** Full devolution, with the preferred governance arrangements and underpinning Greater Manchester and locality section 75 agreements in place.
How it will operate

Greater Manchester

- The Greater Manchester Strategic Health and Social Care Partnership Board will set strategies and priorities.
- Greater Manchester Joint Commissioning Board will commission Greater Manchester-wide services.
- A chief officer will be appointed to lead, manage and deliver the programme with appropriate staffing.

Local – Manchester’s response

- Local health and wellbeing boards will agree strategies and priorities for delivery of integrated health and social care within their districts and in the context of the Greater Manchester-wide strategy and local priorities.
- Local plans will be submitted to the partnership board to ensure strategic coherence and consistency across Greater Manchester.
- NHS England, CCGs and districts will pool relevant health and social care funds to a local joint commissioning board building from existing arrangements (e.g. the better care fund).
- Local Joint Commissioning Board will commission services in line with locality plan.

Manchester City Council and the three Manchester CCGs (North, Central and South) have made a joint commitment to put the people and place of Manchester first and to work through any barriers of organisational interest and policy constraints rather than let them stand in the way of progress. The leadership of the Health and Wellbeing Board is fundamental to this principle being at the heart of delivery of this plan.

‘Living Longer Living Better’

‘Living Longer Living Better’ (LLLB) is the citywide Integrated Care strategy for Manchester, which was established to set out the vision to transform community based health and care services.

The intention between now and 2020 is to transform Manchester’s community based care system. It is hoped that this transformation will support people to live longer, healthier lives by ensuring services are easily accessible within communities, well-co-ordinated and centred on the individual and their specific health needs. The programme’s vision is to radically transform the City’s community based care system by establishing a ‘One Team’ approach with the focus upon ‘place’ rather than organisation and person rather than disease. The aims of the programme are to:

- Improve outcomes for the people of Manchester
- Improve service standards
- Support self-reliance of people in the City
- Ensure sustainable finances for the health and care system.
There are a number of organisations commissioning health and care in Manchester. In order to achieve this model commissioners need to align their commissioning strategies so there is one clear ask of providers.

Manchester City Council and the three Manchester CCGs have jointly developed this specification and will work closely in the commissioning activities to support this model becoming a reality; appointing to this role is a crucial aspect the delivery plan, requiring an exceptional individual to develop and deliver the vision.

LLLB has been developed alongside a number of other major programmes of work aimed at transforming health, social care and well-being services in the city. These include:

- **Primary Care strategy** – Plans produced by NHS England describing a new vision for primary care with improved access and a greater range of services available through primary care organisations. In Central Manchester, these new ways of working are being piloted under the Primary Care Demonstrator programme.

- **Mental Health Improvement Programme** – A fundamental redesign of the Mental Health System in the city to address fragmentation of services and to ensure that service users receive a coordinated set of services based around their health and social care needs. Alongside this, there is a redesign of Mental Health and Wellbeing services underway. Both these pieces of work are currently undergoing a period of public engagement due to end at the beginning of February 2014.

- **MacMillan Cancer Improvement Partnership** – Funded by MacMillan, this programme aims to improve identification and management of Cancer within GP practices and community services. It is also focusing on care pathways for lung and breast cancer to see how these can be refined and improved to provider better outcomes and patient experience.

- **North Manchester General Hospital site** – North Manchester Clinical Commissioning Group and Pennine Acute Trust are beginning to plan the development of the North Manchester General Hospital site alongside Manchester City Council Item 5 Health and Wellbeing Board 22 January 2014 15 Manchester City Council and Manchester Mental Health and Social Care Trust. The vision is to retain key hospital services whilst developing the site to become a ‘hub’ for health, wellbeing and social care services.

- **Reducing social isolation grants programme** – Funded by the Manchester CCGs and administered by Manchester Alliance for Community Care, this grants programme invites applications from local voluntary sector agencies to bid for monies to develop programmes of work to address social isolation and loneliness in older people – a key contributor to poor health outcomes.

- **Healthy lifestyles service redesign** – A piece of work, led by Public Health Manchester, looking at redesigning the healthy lifestyle services currently available in the city.
One Team - Place Based Care

The Living longer, living better vision can only be achieved by bringing together all community based services to provide proactive joined up care as ‘One Team’, working toward shared outcome goals. Care should be joined up and with a focus upon proactive care in the community which keeps people well enough not to need reactive and expensive hospital or long term social care.

Rather than by disease or organisation care should be organised around the place in which people live. Teams should be structured around geographical areas and work as part of that local community tailoring the care to local needs and linking to local assets.

Adopting a One Team approach is a shift to a new way of working. It will require a cultural shift in how different professions work together but also a fundamental change in the more practical aspects of work such as estates and IT systems.

A key aspect of the model is the empowerment of provider organisations and frontline staff to collaborate and innovate to provide the best care possible for the local population. For this reason this specification is not unduly prescriptive. It describes the scope, the broad service model and the outcomes measures commissioners wish to see. It leaves the detailed design and implementation of delivery to partnerships of providers and stakeholders to deliver.

Ultimately, accountability will be to the Manchester Health and Wellbeing Board and its Executive Group. The citywide leadership group (CWLG) will oversee the implementation over the five year period and the outline implementation plan will form its broad work programme until 2020. In addition to overseeing the programme the CWLG will ensure the right balance between citywide integrity of the One Team model and the pace of implementation and local innovation that the three localities in the city can bring. As Joint Director of Health and Social Care, you will this group of key stakeholders ensuring the programme is developed and delivered effectively.

Ultimately the One Team approach needs to enable seamless working across the city and consistent and integrated care provided to residents. Localities will focus upon design and implementation within the local context, but will need to implement this in such a way that ensures the integrity and consistency outlined above. Local systems will implement provision and, therefore, providers must have network arrangements.
About Manchester

Manchester – what a place to live and work

Manchester is now one of the most vibrant and cosmopolitan cities in the UK, yet it retains its own unique character. Set in a region that offers great value for money, Manchester welcomes visitors with its fine traditions of culture, music, sport and top-class events. Its vitality is expressed through its fascinating history, interactive attractions, magnificent architecture and, most of all, the spirit of its people.

Manchester’s housing scene is a very pleasant surprise if you’re used to southern house prices and rents – or even UK averages.

Savills tell us that select parts of Manchester have the highest proportion of under-35 households in the highest economic group outside London. These canny buyers and renters are here because even in our most prime locations house prices knock spots of southern equivalents – the prime Manchester location average is £235,592 – well under the UK average – but rising!

City centre living is thriving here. Waterside apartments to converted warehouses, pavement culture to high-brow culture on your doorstep. Metrolink trams get you to classic leafy suburbs in minutes. Even the suburbs have a bohemian bent, if you want it.

And of course we’re very excited by the £600 million improvement to rail links between northern cities including Leeds, Manchester, Bradford and Sheffield. On top of that, HS2 is coming – the high-speed rail link improving services between London and northern cities. Along with more investment in the ports of Liverpool and Hull, and our own globally international airport, Manchester has got to be the nation’s go-to relocation capital.

Manchester’s a great place to future-proof your children’s education – with four leading tertiary education institutions -- Manchester University, Manchester Metropolitan University, Salford University and the Royal Northern College of Music -- "Europe’s largest campus." Manchester University gets more undergraduate applications than any other -- and it’s not just their world-leading academic reputation. Super-affordable Manchester is a student magnet with digs fifty percent cheaper than London or Dublin.

We’re one of the fastest improving Councils for secondary educational attainment with 86.5% of our primary schools and 100% of our special schools classed as good or outstanding -- higher than the national average.

Manchester – what a place to play

When it’s time for entertainment, the people of Manchester put on their glad rags and hit the town. Pop concerts, greyhound racing, dramatic arts – the variety is mind-blowing. From real-ale pubs to cutting-edge clubbing, Manchester’s nightlife is as varied as it is exciting.

Manchester has attracted international arts and culture ever since we held the famous Art Treasures of Great Britain exhibition back in 1857. Birthplace of the Industrial Revolution, the computer, the football league and Top of the Pops, Manchester has a heritage that is impressive to say the least.

Joint Director of Health and Social Care
2015
With its classical art, museums, galleries, and a spectacular range of architectural styles – including Modern, Contemporary, Georgian, Roman and Gothic – Manchester has a skyline to behold.

However, the city isn’t just for grown-ups; it’s an urban playground for kids too. Manchester’s got it covered for keeping kids entertained with family events throughout the year. Here in our great city there is always something for them to do.

**Useful Links**

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<thead>
<tr>
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<th>Destination</th>
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<tr>
<td><a href="http://www.manchester.gov.uk/">http://www.manchester.gov.uk/</a></td>
<td>Manchester City Council</td>
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<tr>
<td><a href="https://healthiertogethergm.nhs.uk/">https://healthiertogethergm.nhs.uk/</a></td>
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<td><a href="http://www.manchester.com/guidebook">http://www.manchester.com/guidebook</a></td>
<td>All about Manchester</td>
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The Role

This appointment offers a ground breaking opportunity to develop health and social care provision that wraps around patient need, in every aspect. For the first time the Manchester health and social care system will work as a single team and to deliver their vision and you will play a fundamentally crucial role in developing and delivering that vision.

Your role will develop as the programme develops, the phases and milestones you will deliver over the next three years will include:

1. **The Manchester Locality Plan.**

   As part of the GM Health and Social Care Devolution Deal, each district is required to produce a “locality plan” which feeds into the Greater Manchester Strategic Plan for Health and Social Care. The Strategic Plan sets out how the health and social care system will become clinically and financially sustainable over the next five year period.

   A description of the required contents for the Manchester Locality Plan is attached. By the time the Joint Director is appointed, there will be a first draft of the Locality Plan. The role of the Joint Director will be to further develop and secure commitment to the Plan across all partners in the City during the second half of 2015/16.

   Thereafter, the Joint Director will maintain and update the Plan as the working document that drives reform of health and social care in the City over the next five years.

2. **Commissioning Specification.**

   Manchester has produced a “One Team” specification for its Living Longer, Living Better programme. The specification is attached. It is supported by all stakeholders.

   All health and social care providers in Manchester have committed to producing a single response to the One Team commissioning specification.

   The role of the Joint Director will be to further develop and maintain the One Team commissioning specification and to work across the three CCGs and the City Council to maintain the single strategic approach to be clear about what the commissioners require by way of integration and reform of health and social care services in the City.

3. **City Wide Leadership Group.**

   The Joint Director will chair the City Wide Leadership Group. This is the body that provides overarching governance for the Living Longer, Living Better programme. A diagram showing the governance structure reporting to the City Wide Leadership Group is attached. The City Wide Leadership Group reports to the Health and Wellbeing Board via an Executive Group of Chief Executives from across the health and social care system.

   The City Wide Leadership Group meets weekly and the Executive Group meets monthly.
The task of the Joint Director will be to provide effective leadership for the City Wide Leadership Group and provide co-ordination of leadership of governance for the reform programme as a whole.

The Joint Director will also need to develop the capacity within each work stream reporting to the City Wide Leadership Group. This capacity has recently been strengthened, but it will need to be further strengthened as the scale, speed and scope of change increases over the next three years.

4. **Integration of Commissioning of Community Health and Adult Social Care.**

The Joint Director will be required to lead the process of integrating commissioning support and commissioning activity for those services which will be integrated across the Council and health services in Manchester. This will involve co-design work with the three CCGs and the Council during 2015/16; implementation during 2016/17 of a single team to manage the commissioning of those aspects of community health and adult social care services being integrated; and during 2016/17 put in place those new procurement frameworks for homecare and residential care.

5. **Co-ordinate Commissioner Input to Provider Collaboration.**

The phasing and timeline for the integration of health and social community services in the City is attached. This is expected to involve integration of a new organisational form, possibly a joint venture, federation or integrated care organisation for the City as a whole. The Joint Director will provide leadership for the co-ordination of input by Commissioners to these developments.

6. **A Social Movement for Change.**

A key aspect of the reform of health and social care in Manchester is the development of new relationships between the public and public services. The Joint Director will provide leadership for the engagement of carers, voluntary and community organisations and all public services in the development of a strategic approach to self-care, age friendly communities and an asset based approach to assessment.

7. **Enablers of Reform.**

As part of the role of chairing the City Wide Leadership Group, the Joint Director will need to support and co-ordinate the key workstreams which will enable a rollout of integrated health and social care services across Manchester. This will include work on capital and estate, ICT and intelligence, telehealth and telecare, performance management.

8. **Finance.**

The Joint Director will, with the support of dedicated finance aids, oversee the processes to transfer funding from acute to community settings. This work will go beyond the Better Care Fund to encompass the mainstream of health and social care spending in the City.
Joint Director of Health and Social Care

£120,000 + Benefits

Boasting world-class commerce, culture, sporting facilities, academia, and healthcare, Manchester is a vibrant city with a diverse population and is in the spotlight once again having secured the groundbreaking opportunity for health and social care devolution.

The recent agreement between the Chancellor of the Exchequer and the Greater Manchester Combined Authority has drawn the gaze of many and raised expectations for considerable local decision making powers along with increased freedoms and potential investments.

Work is now underway at a pace with a memorandum of understanding in place between the key organisations involved. In response and from a Manchester perspective, local health and social care leaders have formed a strong alliance and are already working together on developing a whole system, patient centred solution to eradicate health inequality, whilst designing leading edge, sustainable integrated health and social care services across the City. The landscape is ready for you to make a significant contribution to this historical change programme where you will enjoy:

• Providing strategic and operational leadership on delivering Manchester’s response to devolution through the Living Longer Living Better One Team programme.
• Directing and leading cross organisational and city wide working to provide the most effective health, social care and community services resulting in a step change in outcomes for Manchester’s residents.
• Leading the integration of CCG and City Council capacity for commissioning community health and social care.
• Supporting the work of the Health and Wellbeing Board, as well as providing professional advice to members of the Board, Executive Members of the Council and members of the CCGs.

In this role you can showcase your innovative creative flair and innate leadership and strategic influencing skills as you work alongside some of the most high profile leaders in public service today. Your objective is to create, secure and deliver a financially sustainable, quality patient focused health and social care system across Manchester.

An experienced and seasoned leader used to operating at a strategic level either within health or adult social care environments, you thrive in demanding and visible roles where you can shape, influence and deliver service change across a wide landscape. Alternatively, you may be an experienced programme director and have successfully delivered organisational or system wide service change involving a complex array of stakeholder groups. Above all, your leadership skills, approach to partnership working, strategic vision and drive to deliver set you apart from your contemporaries.

For more information and to download a comprehensive information pack please visit: www.living-longer-livingbetter.co.uk
Alternatively for a confidential discussion please contact our recruitment partners at Veredus:

Simon Potts | Director Health Practice | M: 07889 736071 | E: simon.potts@veredus.co.uk
Amanda Riley | Director Local Government and Social Care (North) | M: 07718 423827 | E: amanda.riley@veredus.co.uk

Closing date for applications is 12.00 noon 26th June 2015.
Joint Director of Health & Social Care

Job Purpose

The Greater Manchester Devolution Agreement signed on 3 November last year is an opportunity for the City and Greater Manchester to use significantly greater powers to drive our strategic priorities of growth, reform and place. The subsequent Memorandum of Understanding signed on 27 February 2015 between Greater Manchester, NHS England and the Government now opens up huge opportunities and challenges to reform health and social care and transform health outcomes for Manchester people. Manchester needs to play its full part in the implementation of a devolved health and social care system in order to get the most out of the next five years for the people and place for Manchester.

The Joint Director of Health and Social Care will have responsibility for providing strategic leadership and will lead on delivering on our commitment to integrated working, as set out within the Living Longer Living Better (LLLB)/One team programme which all partners across the city are signed up to.

The role holder will be working on a range of complex strategic issues and be able to work within a rapidly changing national and local landscape. The task is to develop local arrangements which translate our devolution into better outcomes for local people.

The role holder will, through dynamic and effective leadership, direct and lead cross boundary working so as to provide the most effective services and best outcomes possible for Manchester’s residents. A key part of the role will be ensuring that the city plays its full part in the NHS England / Greater Manchester partnership.

The role holder will provide leadership, vision and strategic direction in corporate policy development and delivering organisational change, and will be a key driving force in the implementation of the public service reform agenda.
Key Responsibilities

- To build consensus and constructive relationships between people and partners around a shared set of aims, values, expectations and deliverables.
- Lead the integration of CCG and MCC capacity for commissioning community health and social care.
- To provide clear leadership for the LLLB programme and support to translate the ‘One Team’ vision into operational reality that delivers integrated health and social care in Manchester.
- To be a full member of the MCC and CCGs management teams to ensure strategic service delivery and alignment of commissioning activities. Work within the differing working arrangements.
- To work effectively with non-executive leadership of the partner organizations, i.e., practice membership in CCGs, elected members in MCC.
- To represent Manchester in work to reform Health and Social Care across Greater Manchester, including transformational change programmes across the acute sector, primary care, mental health and public health.
- To ensure full engagement and to support collaboration by providers.
- To ensure developments progressed are in line with principles agreed with partners with regards to leadership, governance and commissioning of health and social care.
- To have a key role in supporting the work of the Health and Wellbeing Board, as well as providing professional advice to members of the Board, Executive Members of the Council and members of the CCGs.
- To lead the integration of Manchester City Council and CCGs commissioning of community health and adult social care.
- To work with partners to integrate commissioning functions, ensuring that providers are engaged throughout the process in order to secure a whole system approach to change.
- Ensure public engagement in the planning of commissioning arrangements and in developing, considering and making decisions on any proposals for changes in commissioning arrangements that would have an impact on service delivery on the range of health and social services available within the context of LLLB.
- Manage the range of budgets / resources made available to the services to ensure that resources are deployed to best effect, provide value for money, are well monitored and controlled and that services are managed within budget.
- Personal commitment to continuous self-development and service improvement.
- Through personal example, open commitment and clear action, ensure diversity is positively valued, resulting in equal access and treatment in employment, service delivery and communications.
Accountability

- Clear and explicit objectives and a work programme will be agreed with the three Manchester CCGs and MCC. An annual plan and objectives agreed by all partners will form the basis of this.
- The role holder will be required to report to the Health and Wellbeing Executive Group with specific accountability for the programme.
- Overall accountability within the CCGs and MCC for the performance of relevant services and their delivery towards our shared vision and objectives.

Where the role holder is disabled every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the role. If, however, a certain task proves to be unachievable, job redesign will be given full consideration.

Person Specification

Key Competencies

- Partnership and collaborative working: Strong, visible and positive leadership with a proven ability to build and maintain strong networks of support both internally and externally and to forge effective partnerships with external agencies, voluntary and statutory, and key stakeholders for the continuous improvement of services. The ability to harness the full commitment and responsibility of all key stakeholders in delivering the vision of excellence for the city is critical to success.
- Communication and Influence: Excellent communication, both oral and written. A skilled communicator in terms of the political/officer interface. Shows integrity, creates rapport, trust and confidence. The role demands ability to sell ideas and concepts, articulate shared visions across a range of stakeholders and to negotiate effectively to achieve successful outcomes.
- Strategic Thinking: Demonstrates a high level of political awareness and links strategies for continuous improvement with the drive to achieve national, corporate and departmental standards and goals. A dynamic and forward thinking individual in terms of leadership.
- Strategic Planning: Strong evidence of successfully leading and managing the implementation and delivery of strategies and programmes which cross agency and service boundaries. Clear evidence of effective, outcome-focused strategic planning.
- Financial Management: Strategic awareness of the financial structures of local authority pooled budgets and joint working arrangements such as s75 and the implications of decisions on the delivery of value for money for tax payers.

Technical Requirements (Role Specific)

- Comprehensive knowledge and understanding of the commissioning within health and social care for adults
- Comprehensive understanding of the structural, legislative and policy context within which the health and social care operates and the strategic issues facing the CCGs and the Council.
- Demonstrable experience and knowledge of the health and social care economy and the framework underpinning health and social care provision
• Practical knowledge and understanding of the NHS and local authority and its social and political environment
• Significant expertise in commissioning and delivering service improvement in commissioning
• This post is subject to an enhanced DBS process.
Application Process

All applications will be acknowledged. The nominal closing date for this role is 12.00pm, 26th June, 2015. Candidates are encouraged to submit their applications as soon as possible; preliminary interviews will begin as soon as expressions of interest begin to be received.

To apply, please send:

- A full CV (with current salary details) which demonstrates your ability to meet the criteria contained in the person specification.
- A covering letter highlighting the aspects of the job description that particularly attract you to the post, quoting reference 926458.
- Names, positions, organisations and telephone contact numbers for at least two referees. If you specifically do not wish referees to be approached without your permission, please indicate this clearly.
- A completed Equal Opportunities Monitoring Form

Finally, please ensure you include your work and home telephone contact numbers and email addresses where applicable, as well as any dates when you will not be available.

Longlisted candidates will be invited to preliminary interview with Veredus at their London office. Please note you will be asked to bring your preliminary interview: evidence of your identity; right to work; and original certificates relating to any qualification that you reference on your CV.

The recruitment timetable is as follows:

<table>
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<tr>
<th>Element</th>
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<tbody>
<tr>
<td>Closing date</td>
<td>Noon – 26th June, 2015</td>
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<tr>
<td>Preliminary interviews with Veredus</td>
<td>On-going</td>
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<tr>
<td>Shortlisting</td>
<td>Week commencing 13th July, 2015</td>
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<tr>
<td>Final assessment panel interviews and informal meetings</td>
<td>29th and 30th July, 2015 *</td>
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* Please note that we understand that the above timetable may impact on pre-booked holidays. If this is the case and you are interested in applying for this role, please do contact Simon or Amanda to discuss this in more detail.

Applications should be emailed to veredushealthteam@veredus.co.uk quoting ref 926458.

If you have any queries on any aspect of the appointment process, need additional information or wish to have an informal and confidential discussion, please contact our advising consultants Veredus;

Simon Potts, Director, Health Practice on 07880 188999/simon.potts@veredus.co.uk or Amanda Riley, Director, Local Government & Social Care on 07718423827/amanda.riley@veredus.co.uk

Joint Director of Health and Social Care
2015
Equality & Diversity

You are invited and encouraged to complete the Equality and Diversity Monitoring Form which can be found by accessing this link or by pasting or typing the following into your web browser: http://jotformpro.com/form/32673689904973. This will help our client to follow the recommendations of the Equality and Human Rights Commission, that employers should monitor selection decisions to assess whether equality of opportunity is being achieved. The information on the form will be treated as confidential, and used for statistical purposes. The form will not be treated as part of your application.