

Job Description

Job Title: Strategic Lead for Mental Health

POSCODE:

Grade: P4

Overall purpose of the job

The role will support the Executive Director of Adults, Health, and Commissioning to develop the strategic direction to deliver the Council's responsibility for mental health services in Cambridgeshire, fulfilling service transformation objectives, statutory responsibilities and identifying any current and future gaps/improvements. This includes associated governance and reporting requirements.

To develop and lead the implementation of change initiatives aimed at improving mental health services commissioned and delivered by Cambridgeshire County Council driving innovation, fostering collaboration, and ensuring the delivery of person-centred care and good outcomes for individuals with mental health needs.

This role will include working strategically and operationally with internal and external stakeholders across the Integrated Care System including district Councils, health partners, local communities, and those who use services and have lived experience.

Main accountabilities

Please list the accountabilities in descending order of priority. Please include 6-9 accountabilities.

Main accountabilities	
1.	To develop and execute a comprehensive strategic plan for transforming mental health services within adult social care, aligning with organisational objectives, statutory functions and regulatory requirements leading to high-quality care and support outcomes. This includes delivery against service transformation projects, ensuring robust needs analysis, data interrogation, planning arrangements and strategic delivery. Identify risks and mitigations relating to the delivery of the council's statutory responsibilities to people with mental illness.
2.	Working closely with provider organisations, commissioning and operational teams as well as other with cross-functional teams to assess current mental health services and outcomes for people who use services, identify areas for improvement, and implement evidence-based interventions. This will include ensuring appropriate links with other projects and strategies across other Directorates within the Council.
3.	Lead the work with internal and external partners in identifying any current and future gaps/improvements, utilising data and intelligence available to help design future models of delivery.
4.	Ensure that all strategies, plans, intentions, and outputs are co-produced with relevant stakeholders including service users. Ensure stakeholders, internal and external, are involved, and co-produce the design and review of service delivery.

5.	<p>Ensure robust management of the project to maximise successful delivery. This will include:</p> <ul style="list-style-type: none"> - Ensuring robust structures, plans and change control/risk management procedures are in place to oversee the delivery of improvement and transformation. - Engagement and stakeholder management approaches and plans are developed, - Communication and delivery of clear contract and brokerage outcomes - Clear benefits mapping and oversight of impact and outcomes is developed and maintained
6.	Where needed, act as an advocate for individuals with mental health needs within the Council and across the local system, promoting awareness, reducing stigma, and advocating for equitable access to services and resources.
7.	Ensure that all opportunities for optimising outcomes, service effectiveness and improvement across organisational boundaries locally and regionally are maximised in line with the authorities' statutory responsibilities and commitment to support people with mental health needs.
8.	Where required undertake and lead any associated business cases to increase budgets to meet need and/or additional resource requirements because of strategic changes or identified future improvements.
9.	To maintain and ensure strategic oversight of the necessary professional relationships with both internal and external stakeholders to maximise opportunities to deliver improved quality, efficiencies and promote effective positive change across the system.
10.	To report accordingly to deliver strategic objectives within the appropriate governance and contracting frameworks. This will include regular progress reports, metrics, and outcomes data to senior management and key stakeholders, highlighting achievements, challenges, and opportunities for further improvement.
10.	Foster a culture of innovation, learning, and continuous improvement within the organisation by promoting knowledge sharing, training, and professional development opportunities related to mental health.
11.	Provide a point of liaison between the provider organisation and the Council's operational services to support problem solving ensuring quality of practice is maintained and an evidence-based approach is taken.
12.	Develop and implement a set of governance arrangements that allows strong oversight of the current state of mental health service practice and delivery as well as incorporating views of a range of stakeholders in the redesign of those services
13.	Serve as a subject matter expert on mental health matters, trends, and emerging practices, staying abreast of industry developments and research findings to inform decision-making. Model the values and principles that underpin high quality practice by leading by example.

Safeguarding commitment *(Include for roles involving work with children/vulnerable adults)*

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
First Degree or Equivalent qualifications	In a relevant field	Essential
Substantial experience of delivery or commissioning of mental health services within a local authority/Health system		Essential

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential/ Desirable
Knowledge		
Expert knowledge about the policy context in health and social care and public services	<p>Understanding of key government drivers and the change agenda directly affecting strategic development and provision of adult social care services</p> <p>Understanding and experience of applying current legislation, policy and guidance.</p> <p>Understanding of best practice and innovative approaches in applying the principles and practice in the delivery of mental health services and adult social care responsibilities.</p>	Essential
Leadership and Management	<p>Knowledge and experience of mental health service delivery.</p> <p>An understanding of navigating large, complex organisations and the challenges this raises in respect of political, financial, and legal arenas.</p> <p>Knowledge of performance measures and evaluation methodologies</p> <p>Strong leadership skills, which encourage commitment from others and promote a positive, motivated organisational culture.</p> <p>The ability to model leadership behaviours including evidenced based decision making under highly pressured circumstances.</p> <p>Demonstrable continuous development and improvement of own leadership techniques and approaches.</p>	Essential
Change Management	Knowledge of successful service transformation involving cultural and	Essential

	<p>behavioural change and organisational development</p> <p>Knowledge of applying effective stakeholder management and engagement techniques in the management of change including involvement of service users in service development, design, and delivery</p> <p>Knowledge of process and approaches to manage change, mitigate risks of change and manage the impact of change for both the service, workforce, council and stakeholders.</p>	
Partnership Working and Collaboration	<p>Knowledge of developing commissioning strategies and/or transformation delivered through effective and successful partnership working.</p> <p>Sound knowledge of the stakeholders affected and interested in the adult social care portfolio and the means and mechanisms for engaging those stakeholders.</p> <p>Knowledge of the techniques and tools available to understand, map and respond to stakeholders, including a knowledge of existing organisations structures and political nuances that can be used to engage and manage stakeholders, and their expectations.</p>	Essential
Health and Safety	<p>Knowledge and appreciation of health and safety legislation and how it relates to work of the adult social care commissioning and commissioned service.</p>	Essential
Local Authority	<p>Broad knowledge of Cambridgeshire as an organisation, including political sensitivities and cultures operating within them.</p> <p>Understanding of the broad spectrum of internal and external partners needing to be engaged with throughout the commissioning cycle.</p> <p>Understanding of best practice in resource allocation approaches.</p>	Desirable
Legislation	<p>Understanding of the range of legislative frameworks influencing the portfolio.</p> <p>And associated legislation expected of providers i.e. health and safety, fire safety, safer recruitment etc.</p>	Essential
Portfolio Area	<p>Understanding of the strategic and operational priorities for adult social care all relevant organisations inc. the Council, Public</p>	Essential

	Health, the ICS, and Commissioned Provider Services.	
Skills		
Leadership and Management	<p>Proven ability to provide strong operational leadership approaches.</p> <p>Ability to motivate and manage a number of individuals to secure major change and development.</p> <p>Ability to develop and motivate colleagues and partners in relation to service development through to delivery against common goals and objectives, within the confines of financial limitations.</p>	Essential
Strategic Thinking and Approaches	<p>Strong organisational and planning skills coupled with the ability to manage a range of differing priorities and issues; within an emerging and changing complex landscape.</p> <p>Ability to think strategically across organisational, function and individual boundaries, whilst understanding complex issues and their interdependencies and offer appropriate solutions/ recommendations.</p> <p>Strategic and logical thinker and decision-maker able to provide practical and creative solutions to the management of partnership and directorate issues.</p> <p>Strong analytical skills and the ability to process information and intelligence to inform service delivery and improvement.</p>	Essential
Partnership Working and Collaboration	<p>An ability to work in partnership with other agencies to design and deliver services effectively.</p> <p>An ability to deliver collaborative working arrangements between agencies and teams.</p> <p>An ability to lead a range of individuals within and external to the organisation.</p>	Essential
Communication	<p>Ability to communicate effectively with a diverse range of stakeholders and partners.</p> <p>Strong and effective communication skills including report writing, presentation and interpersonal skills within different environments.</p> <p>Evidence of ability to establish productive working relationships quickly.</p> <p>Evidence of ability to understand and exploit operational structures, meetings, and</p>	Essential

	<p>governance arrangements to extract information and intelligence that informs improvements and areas for transformation; as well as forums to gain information and participation into the design of services</p> <p>Excellent communication skills and the ability to communicate complex information both orally and in writing in a clear articulate and balanced way to a variety of audiences.</p> <p>Strong negotiation skills and an ability to influence outcomes through reasoning, persuasion, and tact within organisational boundaries as well as within the external partnership environment.</p> <p>High intellectual and analytical abilities; able to assimilate and analyse information quickly, identifying issues, priorities and solutions and using effective models, techniques and resources to resolve issues.</p> <p>Strong financial and budgetary awareness with the ability to manage finance and wider resources within a strong performance management culture</p> <p>Ability to use information technology to improve service delivery and reduce costs.</p>	
Decision Making	<p>Ability to constructively challenge and make informed recommendations which can be substantiated</p> <p>Ability to understand and respond to information relating to risk and make quick and informed decisions</p> <p>Ability to understand when to make autonomous decisions and when the decision should be shared and/or escalated</p> <p>Ability to communicate decisions made to Senior Leaders concisely and/or present information to support a decision being asked.</p>	Essential
Commercial Awareness and Negotiation Skills	<p>Evidence of negotiation skills to deliver best value for money whilst improving outcomes</p> <p>Commercial and financial understanding in context of transformational activity and it's impact on service delivery</p>	Essential
Experience		
Portfolio Management of health and social care and/or public services	Extensive experience of service delivery or management within local government.	Essential

	<p>Extensive experience of managing teams within the public sector and motivating them to deliver</p> <p>Experience of performance management (including management of poor performance) and undertaking skills audits and action plans.</p>	
Change Management	<p>Experience of managing change and of using management information to analyse and improve service performance.</p> <p>Experience of influencing change and significant experience of presentation options appraisals and recommendations to fulfil contract and brokerage priorities.</p> <p>Experience of service change and managing stakeholders through that change</p> <p>Experience of managing complex change involving internally departments and external organisations</p>	Essential
Budget and Resource Management	<p>Experience of delivering within complex, needs led budgets and prioritisation of resource allocation within a set of allocated service areas</p> <p>Proven track record in achieving reduce costs, savings, cost avoidances or best value for a Council</p> <p>Experience of leading or being involved in budget planning and forecasting, as well as identifying and delivering on savings agendas and cost avoidances.</p>	<p>Essential</p> <p>Desirable</p>
Partnership Working and Collaboration	<p>Experience of establishing effective working links with internal and external agencies including development and management of partnership boards and provider fora</p> <p>Experience of managing cross functional and/or cross organisational meetings and forums</p> <p>Experience of leading market engagement, provider events and/or consultations</p> <p>Experience of working with external agencies such as regulators</p>	Essential
Project Management	<p>Experience of successfully leading and applying project management methodologies to deliver service improvement and change</p>	Desirable

	within agreed timescales, costs and quality targets Highly defined skills in setting clear priorities, identification of milestones and effective time management skills.	
Equality, Diversity and Inclusion (applies to all roles.	Ability to demonstrate awareness and understanding of equality, diversity, and inclusion and how this applies to this role.	
Safeguarding (<i>include for roles working with children/vulnerable adults</i>)	Demonstrate an understanding of the safe working practices that apply to this role. Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	

Disclosure level

What disclosure level is required for this post?	None	Standard
	Enhanced	Enhanced with barred list checks

Work type

What work type does this role fit into? (tick one box that reflects the main work type, the default work type is hybrid)	Fixed	Hybrid X	Field	Remote	Mobile
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