

Person Specification

Job Title	Assistant Director of Social Care Operations, Neighbourhoods
Grade	Chief Officer D
Service/Section	Health & Adults DMT
Directorate	Health & Adult Services

Knowledge, Skills and Experience:

- Successful track record of planning, commissioning and managing services for Adults and Older People at a senior level in Adult Social Care, the Health Service or the independent Sector.
- Outstanding interpersonal and influencing skills and the capacity to build effective partnerships with Health, the independent, voluntary and community sector, elected Members and colleagues.
- Ability to translate the Directorate's strategic ambitions into operational reality.
- To ensure that strength based approaches to practice are developed across teams
- Ability to innovate and identify new approaches to models of care for Adults and Older People including ATEC
- Experience of effectively managing the performance of services against National and local standards through the formulation of coherent strategies, service plans, milestones and targets.
- Demonstrable experience of reducing inequalities in access to, and provision of services.
- Experience of managing within an urban and ethnically diverse context and developing and delivering appropriate services.
- Experience of successfully managing service change and development with evidenced outcomes for users.
- Experience of setting service standards that will enhance the reputation of the service and empowers others to deliver.
- Ability to motivate and empower managers and staff so as to build effective teams and relationships, trust, good morale and teamwork.
- Experience of making difficult decisions through the analysis of relevant information and risk assessment.
- Able to make decisions that demonstrate commitment to the Our Greenwich Corporate Plan as well as delivery of the Greenwich HAS Vision.
- Ability to attract, develop and retain a highly motivated and professional workforce and to deal swiftly and competently with any unprofessional conduct.

- Experience of successfully managing significant improvements in service delivery with limited physical and financial resources.
- Proven leadership skills demonstrating a balanced focus on task and person.
- Demonstrable ability to manage financial, human and physical resources to best effect and within available limits.
- Educated to degree level with a Social Work/ Occupational Therapy qualification.
- Evidence of continuing professional development.
- Evidence of management development and/or a management qualification.