

ADVERTISING FEATURE

Having all for one requires one for all

An inspirational leader will be vital in delivery of collaborative, productive health and social care. By **Ken Mann**

CHIEF executives are used to hearing best practice in leadership requires a collaborative management style in order to maximise colleague motivation. It would be patronising and missing the point to suggest it amounts to coaxing. This is about understanding and respecting the true value of collective capability, releasing the latent and developing the obvious.

The most adept senior managers know that and reward employers with an infusion to the organisation that combines effectiveness of service delivery, financial efficiency and high levels of unforced staff commitment. It is a powerful triple boost to achieving transformational change with optimal performance.

In these first few paragraphs you now have the fundamental executive search criteria for the new Chief Officer of Edinburgh Health & Social Care Partnership (EH&SCP).

It's worth noting the three-pronged approach mentioned will be met head on by a triple challenge: increasing demand, changing expectations among care recipients, and financial pressures.

One aim is responding to recent legislative changes and government expectations arising from the Public Bodies (Joint Working) (Scotland) Act 2014 and the Self-directed Support (Scotland) Act 2013, the latter allowing people to take more control of their care programmes. There are other aims of equal importance.

The post holder will report to the chief executives of City of Edinburgh Council and NHS Lothian. They will have a yet to be finalised budget in the region of £500 million with a staffing complement of around 6000 direct employees. The base is central Edinburgh, within walking distance of the offices of both lines of reporting.

George Walker, EH&SCP Chair, is candid about the balance of skills and the opportunity. "Given our financial constraints, the challenge is large but the prize is huge," he says.

"If we progress towards a much more integrated approach to health and social care – that has to be better for the people we serve. The selected candidate will play a key role

in driving change to build on what has already been achieved to meet increased demand and improve outcomes with the already limited and decreasing resources available.

"The Council needs to reduce its operating costs by £107million in the next five years and NHS Lothian needs to make year on year efficiency savings of £40million.

"The ultimate aim of the Partnership is 'improved health and wellbeing through the provision of joined-up and seamless health and social care services'.

"We have identified six priorities: tackling inequalities, providing the right care in the right place at the right time, making best use of capacity across the whole system, managing our resources effectively, person-centred care, and prevention and early intervention."

The Chief Officer will occupy a central position, with the management team, in driving the production of the workforce and organisational development plan, risk management plan and information and ICT (Information and Communications Technology) strategy. Evidence of progress is already visible.

A range of examples of successful integrated working exists, each helping the Partnership achieve the goals of preventing hospital admission, promoting rehabilitation or maximising independence and supporting people to live at home.

"The COMPASS (COMPrehensive ASSESSment) service is a new way of working that aims to provide more integrated care for frail, older people in Edinburgh," Walker says.

"The service involves a multi-disciplinary team that includes Medicine of the Elderly consultants, community nursing, home care reablement, intermediate care, social work practice teams, day services and hospital discharge co-ordinators. The Team work together to identify older people at risk of hospital admission and to resolve complex cases through joint discussion and agreement of actions."

The Edinburgh Community Stroke Service – provided by physiotherapists, occupational therapists, a speech and language therapist, an employment and training advisor and community support workers – is an innovation offering highly practical positive results.

The EHSCP underlines integration is not just about Council social care and NHS services: it is about a much wider partnership between these services and others within the Council and NHS Lothian not delegated to the Partnership. Collaboration with the third sector and, importantly, with citizens and communities, is implicit.

The chief officer will work with staff who bring a variety of professional disciplines.

This includes hospital doctors, GPs, social workers, social care workers, allied health professionals, community nurses, pharmacists, ophthalmologists and dentists. Strong leadership using a collaborative management approach is required to motivate all levels of staff so that the workforce can work together to achieve the changes and outcomes required," the chair states.

"First and foremost we are looking for someone with significant experience at senior management level within an organisation of comparable size and complexity within the health and social care sector, with a background in social work or health.

"Given the challenges, the candidate must have experience of managing significant financial resources and be able to provide clear evidence of delivering improvement in service performance.

"The selected individual will need to have the ability to inspire, be inclusive and take people – including a large workforce, internal and external partners – along with them in the implementation of transformational (and) cultural change, while simultaneously challenging practices and attitudes that will not achieve the desired outcomes."

MAKING VITAL CONNECTIONS: The new Chief Officer of Edinburgh Health & Social Care Partnership will work with a broad range of disciplines.



Edinburgh Health and Social Care Partnership Chief Officer

£98,812- £145,248

(Salary dependant on the employing body – NHS Lothian or The City of Edinburgh Council)

An exciting opportunity has arisen for an outstanding leader in the Edinburgh Health and Social Care Partnership to drive the successful delivery of our health and social care services in a fully integrated way.

With transformation our focus, through collaboration on our strategic plan, work on key areas of redesign is already underway. Working directly with members of the Partnership, colleagues in both organisations and together with the voluntary sector and local communities, the Chief Officer will lead a transformative approach to improve care at an affordable cost and in a sustainable manner.

If you have significant leadership experience, preferably across a range of sectors including transforming and improving services, financial acumen and a proven record of achieving joint goals through strong partnership working, we would welcome your application.

For an informal and confidential discussion please contact Catriona Mackie or Donogh O'Brien at our recruitment partners, Aspen People on 0141 212 7555.

For further information and details of how to apply, please visit www.aspenpeople.co.uk/EHSCP

Closing date: 14 September 2015



Working together for a caring, healthier, safer Edinburgh



Executive Director of Finance and Corporate Services
Salary: £113,766 Ref: FIF 01864

Fife is the third largest council in Scotland. We provide vital public services for over 360,000 people and believe our role is to help improve lives and communities. We employ around 18,000 people and have one of the highest overall customer satisfaction ratings for a UK council.

We're looking for a Director to help us meet the financial challenge ahead. If we're to achieve our ambitions for Fife and maintain customer satisfaction, this must include involving staff and communities in a real transformation of public services.

Fife itself covers 500 square miles of rural villages and large towns on the east coast of Scotland, between Edinburgh and Dundee. Fife is one of Scotland's fastest growing regions and Fife Council is a leading Scottish council. We offer competitive employment opportunities coupled with quality alternatives to big city living and everything needed for a healthy work life balance.

Requirements

As the Council's Section '95 Officer you will be professionally qualified with leadership skills at a strategic level, with a demonstrable track record of leading the delivery of strategy and a range of first class services.

Responsibilities

Finance and Corporate Services provides a range of professional and support services to the council through a developing shared services model. Functions include Assessor, Democratic Services, Finance, HR, ICT, Legal, Procurement and Shared Support Services.

With responsibility for the Council's budget of around £1.1bn you will lead on financial strategy and organisational change. We need an innovative and engaging leader who can navigate public sector funding challenges successfully, with an understanding of, and commitment to, providing shared services.

The Individual

You will be a strategic corporate thinker, experienced in working in a political environment, capable of working closely with and inspiring colleagues, partner organisations and elected members, to deliver our vision for Fife.

For an informal discussion please contact Steve Grimmond, Chief Executive at steve.grimmond@fife.gov.uk

Closing date: 15 September 2015
Informal interviews will be held between 13 and 14 October 2015 and final interviews on 2 November 2015.

To download an application pack and to apply visit www.myjobscotland.gov.uk

McQueens Dairies MANAGEMENT ACCOUNTANT Salary £30,000

We're a small family dairy company based in Glasgow that delivers milk to the doorstep and has a broad range of customers across Scotland and Northern England. We're steadily expanding and, to support that expansion and help us with our ambitious growth strategy, we're looking to welcome an experienced Management Accountant to our business to be based in our Glasgow office in Port Dundas.

You'll be responsible for all aspects of managing the financial accounts of the business and, as such, it's important that you have significant experience in a similar role. We are looking for an experienced individual in the above areas with experience of the Sage 50 accounting application, as well as being competent to an Advanced level in Microsoft Excel.

To apply please email CV to jobs@mcqueensdairies.co.uk

Childcare

APPLE BLOSSOM NURSERY INCHINNAN NURSERY MANAGER

We are currently recruiting for a Nursery Manager. The successful candidate will hold all the relevant qualifications and should have or be working towards a BA degree in Childcare.

Applicants will have experience in either a Senior Supervisory or Managerial role within the Nursery.

All enquiries will be treated in the strictest confidence. Early evening interviews will be available. Please send CV's to info@abnursery.co.uk

Nursing & Medical

PRACTICE MANAGER

Experienced Practice Manager required for small central GP Practice. 2 sessions per week. Private car park.

Please apply with references/CV to: GG-UHB.GP49318@nhs.net

WEST DUNBARTONSHIRE COUNCIL EDUCATIONAL SERVICES



West Dunbartonshire Council is looking for candidates who are enthusiastic and committed to sustaining school improvement and providing high quality learning and teaching. This is in line with the key Council priorities of inclusion and of raising the aspirations, achievement and attainment for all students.

Our teachers are skilled in developing literacy, in team-working, in creative and innovative approaches to making learning engaging and motivating for our young people. Everyone in the education service has a clear focus on raising attainment for all, and a strong culture of professional learning has grown around this. As one of the authorities involved in the Scottish Raising Attainment Challenge we have developed improvement plans focussed on raising attainment and identified areas where specific improvement will be targeted. This is a really exciting time to join us as we embark on these improvements, if you could help us make a difference to the learning of our children and young people we would like to hear from you.

The following vacancies are available:

Quality Improvement Officer
Raising Attainment (Fixed Term) – WDN00373
Location (Council HQ)
Salary – Q10 Point 1 – £50,418

Education Support Officer
Senior Phase – WDN00369
Location (Council HQ)
Salary – ESO Scale 1-3 (£39,606 – £42,768)

Educational Psychologist
(Fixed Term) – WDN00362
Location (Carleith)
Salary – Point 0-6 – £39,144 – £49,791

Class Teachers (Primary) - permanent
(denominational/non-denominational) – WDN00371
Location (various schools)
Salary – Main Grade Teacher Scale

Apply online at: www.myjobscotland.gov.uk/councils/west-dunbartonshire-council/jobs
www.myjobscotland.gov.uk

Closing date:
6 September 2015

CARETAKER COUPLE

required for small Ayrshire estate. Duties include gardening, property & machinery maintenance, dog care, airport driving (full drivers licence required) and supervision of other contractors and trades as necessary. Some work in main house will be available for spouse/partner on an ad hoc basis. Remuneration by negotiation but will include, accommodation in 2 bedroom cottage and annual bonus. Enquiries and applications in writing to andrew.crompton@scottishwoodlands.co.uk

Dental & Dentistry

DENTAL Associate required (f/t or p/t) for well established busy modern Dental Practice in Airdrie. Fully computerised, digital imaging, NHS and Private work available with on site lab. Contact Amanda 01236 763051



SLA00523 – 2 x Engineering Officers (Contracting)

Montrose House, Hamilton

Salary: £25,676 - £34,107, 35 hours per week

We are looking to appoint Roads Engineering Officers (Contracting), to be based in Montrose House, Hamilton.

An HNC in Civil Engineering (or equivalent) is required, along with experience of contracting, project management and commercial awareness.

Duties include design of carriageway schemes, project management, submission of valuations and claims, development of H&S plans to CDM regulations.

You will be expected to be customer focused and be able to demonstrate job specific and core competencies as contained within the job profile.

This post requires a willingness to participate in our emergency stand by rota if required, remuneration for which will be paid in accordance with conditions of service.

Previous applicants need not apply.

Closing date: **Wednesday, 9 September 2015**

Interview date: week commencing **21 September 2015**

For further information and to apply please visit www.myjobscotland.gov.uk or telephone 01698 454667.

www.southlanarkshire.gov.uk



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Executive Assistants

Job Ref **ABC00846**
Permanent, full-time, £26,301 – £30,014
Marischal College

Aberdeen City Council is looking for exceptional individuals to take up new roles within the Council. Each Executive Assistant will be responsible for supporting a Corporate Director. The Executive Assistant will perform a research and development role, ensuring that the Director is fully briefed on service, Council, local and national developments and will be the first point of contact for matters concerning the Director. Executive Assistants should be educated to degree level and have experience of undertaking research activity; preparing reports, strategies and briefing notes; data analysis; project management and planning, organising and prioritising work to meet deadlines.

Candidates should be aware that the interview process will involve an all day assessment centre, to take place on Wednesday 7th October. Candidates should ensure that they are available on that date.

For informal queries, please contact **Kate Mackay** on **01224 523432** kmackay@aberdeencity.gov.uk

Closing date: **30 August 2015**

Apply online at aberdeencity.gov.uk/jobs

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Aberdeen**