

Title Service Lead – Reablement	Department Adult Social Care and Health	Post Ref.
Job Purpose To Manage the development & delivery of the county council's reablement offer, including responsibility for delivering priorities and achieving targets using the resources allocated to those services.		
Key Responsibilities <ol style="list-style-type: none"> 1. To lead and manage the adult social care reablement teams within the Maximising Independence Service 2. To lead and manage the development of an integrated health and social care reablement offer in Nottinghamshire 3. To lead the development of policy and guidance in line with statutory and regulatory standards within the reablement service 4. To lead the continuous improvement of practice across the reablement service through providing strong leadership in the cycle of continuous change and development. 5. To promote a strength-based approach which embeds the ethos of promoting independence at every opportunity and delays the need for long-term care and support 6. Production of and delivery of service plans including agreeing targets with the Group Manager, Maximising Independence 7. Delivering the services within the performance targets in the service plan/s 8. Reporting changes in the operating environment where these require amendment of the service Plan 	Key Accountabilities <ol style="list-style-type: none"> 1. Effective delivery of services agreed in the service plan within agreed resources; including targets for improving efficiency, practice and customer satisfaction 2. Staff performance and development within the services managed 3. Effective management of services within the allocated budget. 4. Taking decisive action and reporting issues where unforeseen events impact on service delivery targets 5. Providing data about customers and the operating environment 6. Meeting statutory or regulatory standards that apply to the services managed including CQC regulations and standards, as appropriate 7. Working with partners to maximise the potential benefits of more integrated, streamlined services across organisations, including Health and Local Authorities. 8. To disseminate the organisation's culture and values into the Council's reablement service 	

<p>9. Fulfilling all duties to effectively manage the performance of and ensure the welfare of all staff in the service</p> <p>10. Providing timely and accurate information about customers including data on future trends to the Group Manager</p> <p>11. Ensure that relevant regulated services have quality monitoring systems in place which contribute to CQC regulation compliance and inspection readiness in line with the Council's strategic priorities.</p>	<p>9. Maintaining effective and up to date policy, procedure and guidance relevant to the service</p> <p>10. To ensure that service practice reflects the latest industry thinking in providing the most effective service to our customers</p> <p>11. Works in accordance to the professional codes of conduct required by the relevant professional body (e.g. Social Worker, Occupational Therapist).</p> <p>12. Works by applying the up to date knowledge and skills acquired through the mandatory continued education required to maintain their qualification and/or professional registration</p>
<p>The post holder will perform any duty or task that is appropriate for the role described</p>	

Person Specification

<i>Education and Knowledge</i>	<i>Personal skills and general competencies</i>
<p>1. A professional qualification in Occupational Therapy, or, Social Work (e.g. DiPSW) or other relevant equivalent qualification and/or significant experience, that evidences substantial experience of managing and leading a multi-disciplinary team</p> <p>2. Knowledge of CQC registration and compliance policies and legislation for domiciliary care providers</p> <p>3. Evidence of continuous professional development.</p> <p>4. Comprehensive knowledge of the main issues, legislation, policy, national agenda and influences in relation to the service area.</p> <p>5. Current knowledge and understanding of the main issues and influences affecting adult social care services and health services.</p> <p>6. Comprehensive knowledge of the principles and practice of:</p>	<p>1. A high level of personal drive and integrity and an understanding of how their personal leadership style impacts on service outcomes.</p> <p>2. Strong interpersonal skills enabling the post holder to provide purpose and direction to others in a changing environment to ensure effective engagement with customers, staff and other key stakeholders.</p> <p>3. Ability to make decisions and solve problems in a changing and complex service environment, involving planning solutions and prioritising personal and service resources</p>

<ul style="list-style-type: none">● effective people management;● excellent customer service;● continual improvement using an evidence – based approach; and,● appropriate risk management.● Stakeholder, partnership and joint working	4. Ability to meet agreed broad service objectives and delivery targets through the organisation of human, physical and financial resources.
<p><i>Experience</i></p> <ol style="list-style-type: none">1. Substantial experience of service delivery, including resource planning, performance management and effective and efficient delivery, in a relevant service area.2. Experience of leading changes in a service delivery environment3. Experience of leading partnership work in multi-agency environments4. Experience of identifying and implementing new, improved ways of delivering the authorities business	
<p><i>Role Dimensions</i></p> <ol style="list-style-type: none">1. Responsible for the maximising independence all age re-ablement offer with the aim of maximising people’s independence and avoiding/reducing the need for further support2. Line management responsibility for a minimum of 4 direct reports, responsibility for 150-250 staff reablement staff, indirect supervision of integrated services and responsibility for integrated management of NHS staff3. Management of a budget approx. between £9 - £12 million, responsible for financial monitoring, forecasting and assurance in conjunction with team managers and the Group Manager Maximising Independence.4. Responsible for the development and maintenance of policy, procedures and guidance relating to reablement5. Responsible for the continued practice development of the MIS reablement teams including staff and processes6. Oversee the day to day management and service development of integrated reablement offer across Nottinghamshire7. Support the group manager in leading integration work with health and other relevant partners8. Responsibility to develop and maintain effective partnership arrangements.9. Ensure appropriate standards and quality of service in the area of responsibility, both internally delivered and externally commissioned.10. Represent the authority in planning, co-ordinating and managing multi agency plans and services.11. Provide cover for Group Manager, Maximising Independence as required <p><i>Please attach a structure chart</i></p>	

Date