

Kent County Council

Person Specification: Assistant Director – Adult Social Care and Health

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	<p>Educated to degree level (or equivalent)</p> <p>Management qualification or equivalent experience.</p> <p>Professional qualification and to be registered with the relevant professional body</p> <p>Kent Manager or willingness to work towards this</p>
EXPERIENCE	<p>Experience of leading and delivering effective and efficient services at senior management level within local government or the Health and Social Care sector.</p> <p>Experience of joint work and developing joint services between health and social Care services.</p> <p>Experience of managing complex budgets against performance indicators.</p> <p>Experience of working in partnership with voluntary or independent sector agencies to delivery service improvements.</p> <p>Experience of Managing changes in service delivery.</p>
SKILLS AND ABILITIES	<p>Strong systems leadership, matrix management and interpersonal skills.</p> <p>Excellent communication and negotiating skills.</p> <p>Effective decision making skills.</p> <p>Able to identify and resolve diverse strategic and operational issues.</p> <p>Able to successfully manage within a multi-agency environment.</p> <p>Highly innovative and able to influence and inspire cultural change.</p>

	<p>Ability to work effectively in a politically sensitive environment.</p> <p>Able to motivate and influence a range of stakeholders (including staff) to deliver an effective service.</p> <p>Awareness of Data Protection and confidentiality issues.</p> <p>Commitment to equality and promoting diversity in all aspect of working.</p>
KNOWLEDGE	<p>Up to date working knowledge of national policies and strategy, legal framework and a wide appreciation of the Authority's approach to procedures and standards.</p> <p>In-depth knowledge of the Mental Health Act and Safeguarding framework, as well as related policies and procedures.</p> <p>Understanding of political interface between health and the local authority and have a high degree of political sensitivity.</p> <p>Knowledge of HR practices to recruit, motivate and develop staff to achieve a high standard of service delivery.</p>
BEHAVIOURS AND KENT VALUES	<p>Kent Values:</p> <p>Open</p> <p>Invite Contribution and Challenge</p> <p>Accountable</p> <p>If this document is being used for recruitment purposes, examples of Behaviours which support the Kent Values will need to be demonstrated within the context of this post.</p>