



**Chief Officer**

**Angus Health and Social Care Partnership Candidate Information Pack**

**Closing Date: 8<sup>th</sup> October 2023**



**Lunan Bay, by Montrose**

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## **Welcome Message from Chief Executives**

**Angus is a great place to live, work and visit. It is a beautiful and unique natural environment. As our Chief Officer, you will lead a diverse team of health and council staff. Reporting directly to the Chief Executives of NHS Tayside and Angus Council and part of the Senior Management Teams in both organisations, you will provide strategic leadership to health and social care, ensuring that Angus effectively discharges its statutory responsibilities and delivers the quality services and best outcomes for our Angus residents. You'll play a central role in bringing our care, people, and financial strategies together to ensure that they continue to deliver our services for patients.**

**The Chief Officer will lead our providers and commissioners to ensure they continue to collaborate and work in partnership and continue to develop and enhance our services ensuring they develop in line with council and health board priorities.**

**This is a great opportunity for a pragmatic, resilient and inspiring leader with a strong ability to change at pace and transform our services, influencing at all levels, across partnerships and the political arena. You will bring your substantial skills and experience of health and social care services to lead the achievement of our ambitious agenda to deliver high quality care to the residents of Angus.**

**Margo Williamson  
Chief Executive  
Angus Council**

**Grant Archibald  
Chief Executive  
NHS Tayside**



## Angus Integration Joint Board

The Angus Integration Joint Board (AIJB) was established in April 2016 in response to The Public Bodies (Joint Working) (Scotland) Act 2014. The Act put in place arrangements for integrating health and social care, in order to improve autonomy for service users, patients, carers and their families. The Act requires NHS Tayside and Angus Council to agree an Integration Scheme and to delegate responsibilities and accountability for a range of functions and associated financial resources to the AIJB.

The Angus IJB is responsible for strategic planning of these delegated functions and resources. This means that all decisions about how approximately £220 million of public resources are spent on these services, the policies and the direction of these services is decided by Angus IJB. The Angus IJB is also accountable for the governance of the Angus Health and Social Care Partnership (AHSCP).

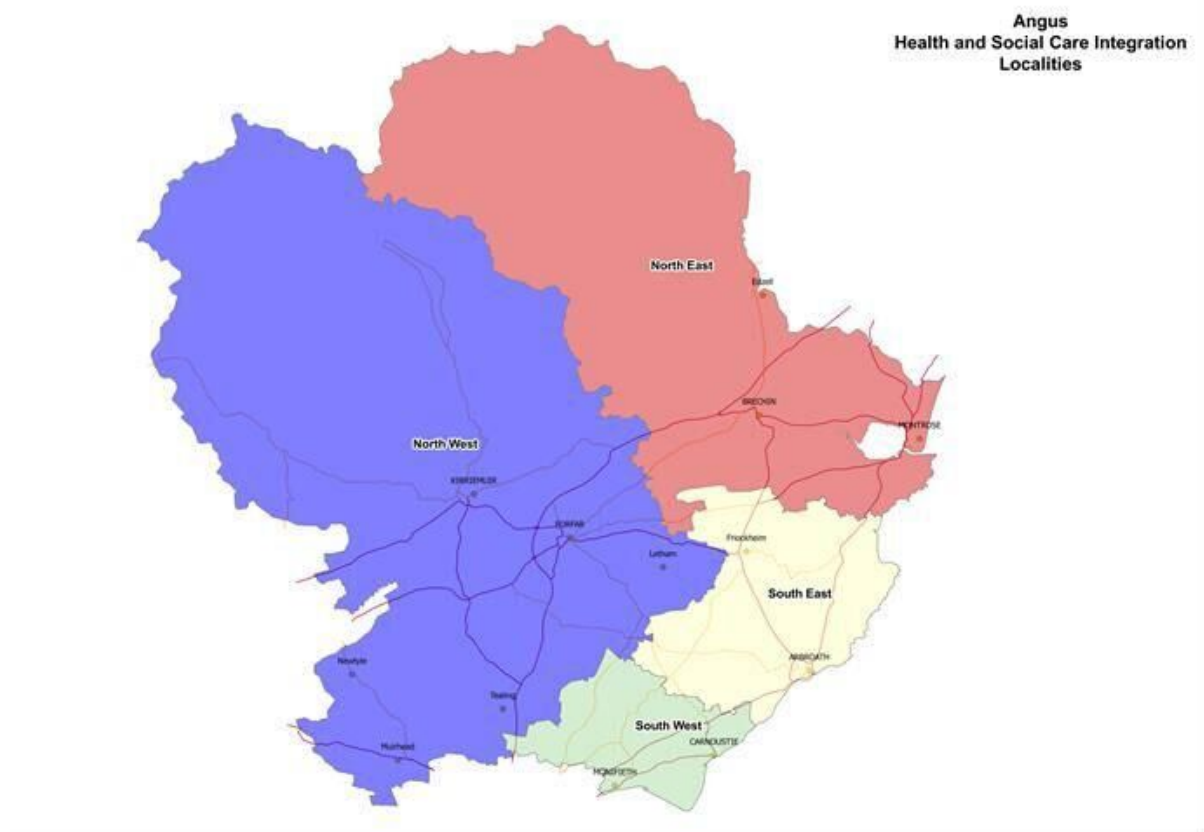
The Angus Integration Scheme, which has been approved by the Scottish Government, details the relationship between AIJB, AHSCP, NHS Tayside and Angus Council.

AIJB Standing Orders provide the rules and regulations for the proceedings of the AIJB.

The Angus IJB has membership that includes the third and independent sectors as well as public and carer voices.

Angus IJB operates around 4 localities.

- North East (Brechin, Montrose, Edzell and surrounding areas)
- North West (Forfar, Kirriemuir, Birkhill, Muirhead and the surrounding areas)
- South East (Arbroath, Friockheim and surrounding areas)
- South West (Carnoustie, Monifieth and the surrounding areas)



## OUR VISION

Working together, developing communities that actively care, promoting wellbeing and creating the best possible health and social care across Angus



## MAKING A DIFFERENCE

### What we will do to make a difference

- **Work with communities**
- **Focus on prevention**
- **Be realistic: provide safe and effective services in an increasingly challenging financial environment**
- **Be more creative, courageous and innovative**
- **Build for a future where digital technologies are more integrated in our work and used more widely by the population**
- **Deliver on our plans**

### What you can do to make a difference

- **Take control of your own health and wellbeing**
- **Keep active whatever your stage in life**
- **Maintain a healthy weight**
- **Be informed about how to best address your health concerns**
- **Be mindful of the wellbeing of others in your community**
- **Get involved in your local community**
- **Join our conversations on the shape of health and social care services for the future**

### Angus Health and Social Care Partnership

Angus HSCP manages all operational adult health and social care services in Angus through the Chief Officer. The Chief Officer acts on behalf of the Chief Executive of Angus Council and the Chief Executive of NHS Tayside. The Chief Officer of Angus HSCP ensures that all decisions made by the Angus IJB are delivered.

**The services which are delegated to the Angus IJB include:**

- Unplanned admissions to hospital
- Primary care services including GPs and community nursing
- Allied health professionals, for example physiotherapists and occupational therapists
- Social work assessment
- Social work services for adults and older people
- Services and support for adults with physical disabilities and learning disabilities
- Community mental health services
- Community dental, ophthalmic and pharmaceutical services
- Support for carers

The following services are hosted by Angus HSCP on behalf of the other Tayside HSCPs:

- Locality Pharmacy
- Primary Care Services (excludes the NHS Board administrative, contracting and professional advisory functions)
- GP Out of Hours
- Forensic Medicine
- Continence Service
- Speech and Language Therapy.

There is a long history of strategic and operational partnership working in Angus, with some joint teams established in Adult and Older People's Mental Health, in Learning Disability services and in Intermediate Care service more than 15 years ago.

The Partnership is innovative, with a strong reputation for improvement work, for example in Long Term Conditions and early intervention and prevention services for older people. This has resulted in a steadily decreasing number of acute bed days and a low rate of delayed discharge. More recently we have had very good success through the implementation of our Angus Care model.

The demographics of Angus mean that the prevalence of Dementia is high and Angus HSCP has well established services to support diagnosis and post diagnosis support. A multi- agency Dementia Liaison Team supports people and staff in Care Homes and General Hospital settings.

The engagement of communities of interest is well established; we have a strong reputation for working effectively with our local communities, who have been instrumental in shaping and tailoring improvements throughout the county. Services are organised around 4 Localities, each with a Locality Improvement Group; addressing physical and mental health and wellbeing in each of the Localities.

Relationships with General Practice (15 Practices arranged in 4 cluster localities) are very productive and positive. A dedicated Primary Care Development Team has supported our Practices to adopt innovative and progressive responses to the population needs. Nearly all practices now host regular early intervention Multi-Disciplinary Team meetings weekly, and fully integrated adult services teams are being strengthened through our Enhance Community Support arrangements based around General Practice. A successful test of change in Monifieth Health Centre, where social work services were co-located with district nursing, AHPs and GPs to further progress integrated team working provides further opportunity to build on integrated working by exploring roll out to other areas in Angus.

Social work provides a range of services to the public, including care homes (30 in Angus), care at home (approximately 11,400 hours per week of care at home to a range of service users, supported housing, day care centres (three for people with learning disabilities, five for older people) and care management services for all client groups.

Acute Hospital services are provided through Ninewells Hospital in Dundee and the local approach to in-reach Medicine for the Elderly, AHP and Discharge Team who manage well established pathways back in Angus is highly successful. People admitted to Medicine, Surgery and Orthopaedics nearly always see the same staff across the pathway to step-down in Community Hospitals or directly home.

Mental Health services are currently undergoing a Tayside-wide service redesign in acute care which will also see the strengthening of Mental Health Teams in the community. The emphasis on early intervention and recovery support is very strong and this is mirrored in Substance Misuse services also. A current improvement programme is the Whole Family Approach which aims to target support to families where Mental Health, Substance Misuse and the impact on children is prevalent.

Throughout all the Partnership's work, the interface with the third sector is crucial. Their capabilities in supporting the release of capacity in communities are well established and they contribute strongly to the Localities model. The Third Sector has a strong role in the provision of early intervention and preventative services, including social prescribing, volunteering and befriending.

The Partnership is highly committed to the outcomes we know can be achieved through further integration. Much of it is tried and tested, and there are very positive relationships amongst partners at all levels.

In Angus you will find a highly skilled staff group motivated in continuous improvement and the delivery of good outcomes for the people who live and work in Angus.

For more information: <https://www.angushscp.scot/>

Follow Angus HSCP on Facebook and Twitter <https://visitangus.com/>



**CHIEF OFFICER – ANGUS HEALTH & SOCIAL CARE PARTNERSHIP (IJB)**  
**NHS Executive & Senior Manager Grade E**  
**Salary: £88,171 - £114,606 per annum or**  
**Angus Council Salary: £101, 506 per annum**

Angus Health and Social Care Partnership has an ambitious agenda, challenging us to deliver services in new ways with local residents, and support people to lead independent and healthy lives in their own communities.

To continue to deliver services for the people of Angus, we are looking for an exceptional leader to join us as Chief Officer to take the Partnership into the next stage of its development.

Angus is a great place to live, work and continue to learn. As our Chief Officer you can help make sure all of our local communities benefit from good quality integrated health and social care, leading a dedicated team who are committed to helping our communities create an environment which supports everyone to live better for longer.

As Chief Officer you will contribute to the wider corporate and strategic management of NHS Tayside and Angus Council, including active involvement with our Community Planning Partnership and the development and implementation of the Council Plan.

We are looking for an ambitious, driven and resilient leader with a high degree of professional knowledge of health and social care which you have applied to develop innovative and transformative models of care to deliver better outcomes for people.

A strategic leader with operational management skills at a senior level, you will have a track record of leading cultural change, sound financial management and ensuring effective governance. You will be an effective communicator with extensive experience of collaboration and partnership working, gained within a complex care environment.

The Partnership is ambitious for the future. This role will offer you many opportunities to direct and influence change which will make a positive difference for individuals, families and communities throughout Angus.

If you believe you have the right mix of leadership, skills and personal qualities to be successful in this role, we want to hear from you.

The successful candidate will have the option of becoming an employee of either NHS Tayside or Angus Council.

For an informal conversation about the role, please contact Sarah Gracie at Eden Scott,  
[Sarah.gracie@edenscott.com](mailto:Sarah.gracie@edenscott.com)

## Job Description

August 2023

### 1. JOB DETAILS

**Post Title:** Chief Officer (Angus IJB) Health and Social Care Partnership

**Grade:** NHS - Executive Senior Manager Grade E

or

Angus Council – Director Salary

**Accountable to:** Chief Executives of NHS Tayside , Angus Council and Angus Integration Joint Board

### 2. JOB PURPOSE

- To lead a programme of transformational change to deliver health and social care that is seamless from the perspective of the patient, user or carer; to design and communicate a coherent vision, values and culture to underpin delivery of whole system change to improve outcomes for people in Angus.
- To lead on behalf of the Integration Joint Board, the planning, resourcing, performance management and operational delivery of all integrated services within the Strategic Plan, and those delegated to the Chief Officer by the NHS Board and Local Authority as the Accountable Officer.
- To direct and manage the integrated budgets and resources for health and social care services in Angus, driving change to better utilise limited resources to meet increases in demand and improved outcomes in care.
- To provide a strategic leadership role in strengthening partnership arrangements across the Public Sector. As a Director of the Council and NHS Board, contribute as required to the corporate and strategic management and governance of both organisations and be accountable for ensuring that the organisations corporate and strategic objectives are reflected and met.
- To lead the design and introduction of integrated systems of governance, finance reporting and performance. Creating integrated risk management processes that are fit for purpose and which provide assurance to the Integration Joint Board, Scottish Government and its parent bodies.
- To be the accountable officer and responsible for the strategic planning, management, performance and governance arrangements for Lead Partner services which require a pan-Tayside arrangement. This postholder will act as the Lead Chief Officer for Primary Care Services and contractual arrangements for all independent contractor groups, Locality Pharmacy and GP Out of Hours Services.

### 3. DIMENSIONS

- Total IJB resources, including directly managed and commissioned services across community health and social care services, acute hospital services under large hospital guidance, primary care services, and partner agencies is estimated to be approximately £220 million. This is made up of:

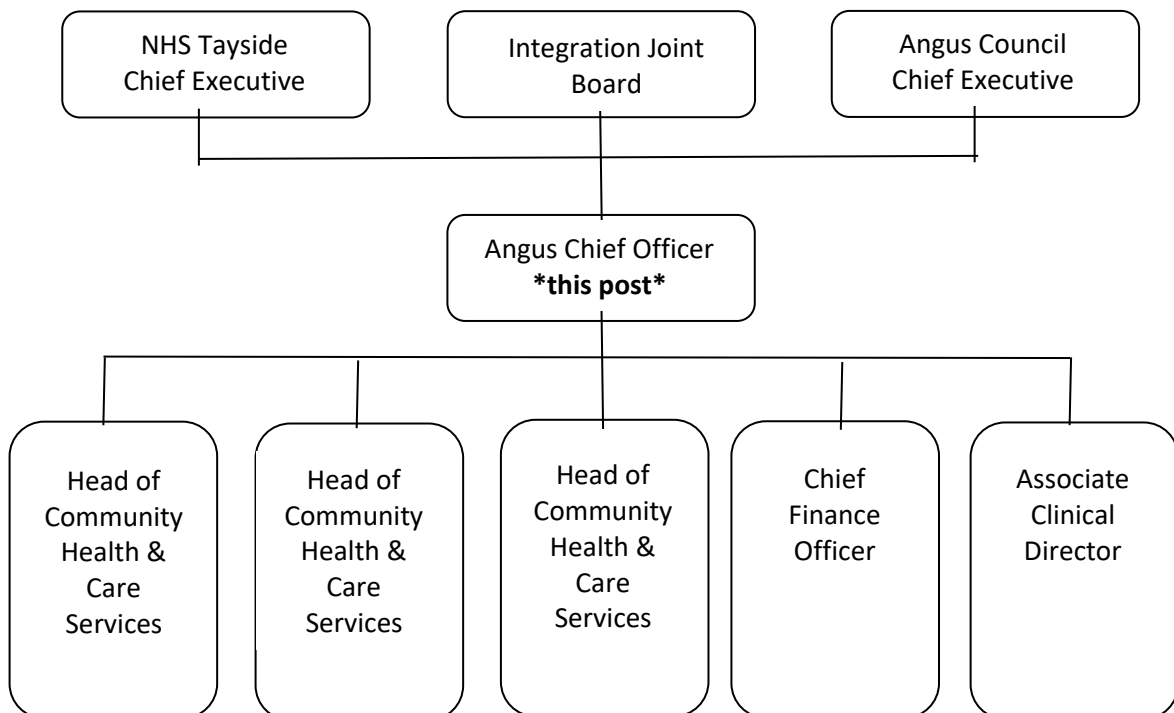
£170 million – Local health and social care delegated services

£40 million – Local share of regional Lead Partner Primary Care Services, (within total Regional Lead Primary Care Services of c£140million)

£10 million – Angus commissioned acute hospital services

- The Integration Joint Board directly manages approximately 1,800 staff and also commissions care through the workforce of local voluntary organisations, the independent sector acute and the acute hospital services.
- Population of Angus - c116,000 and Tayside 418,000

### 4. ORGANISATIONAL CHART



## 5. ROLE OF THE IJB – SCOPE OF FUNCTION

Health and Social Care is provided through care facilities, across the network of Primary Care providers, 3 Community Hospitals, in people's own homes, and in residential and care home settings. The HSCP manages care pathways with Acute Sector Partners in NHS Tayside and neighbouring NHS Boards, and with the full scope of the Partner agencies in Angus including the Voluntary Sector, Independent Sector and Community Planning Partners. The scope of delegated authority includes:

- Assessment and care management functions (adults over 18 years with a learning or physical disability, adults over 18 yrs with mental health problems, older people, carers)
- Home care
- Social care commissioning and procurement
- All social work and social care functions and activities for adults with a learning disability
- All social work and social care functions and activities for older people and people with dementia
- All community mental health functions for adults and older people, including statutory MHO service
- All substance misuse functions and activity
- All primary care and social care functions and activities for carers
- All NHS Board regional contracted primary care functions for the 4 independent contractor groups
- All NHS Board regional community pharmacy services
- All NHS Board regional primary care out of hours services and other hosted primary care functions including forensic medical services
- Community hospital in-patient services, out-patient services including local diagnostic and treatment services, day hospital functions and activities
- All community and specialist nursing operating within Angus
- All AHP community services
- Primary and community health support functions
- Adult support and protection
- Health Improvement
- Hosted Pan-Tayside services for Adult Speech & Language Therapy, Continence.

## 6. KEY RESULT AREAS & RESPONSIBILITIES

### Strategic

- Develop and implement strategies for integrating Health and Social Care Services, within Angus, ensuring the management, planning and commissioning of services meets Angus Council and NHS Tayside policy objectives and statutory requirements as defined in the Strategic Plan, by providing strategic leadership and direction.

- To agree and pursue best outcomes for patients, people who use services and carers within the Angus Partnership area, by leading and developing the services of the Angus Integration Joint Board (IJB) in line with the Integration Scheme and Strategic Plan, in accordance with the provisions agreed within the Public Bodies (Joint Working) (Scotland) Act 2014.
- Lead the cultural shift required to achieve true integration, through personal commitment to the values of collaborative leadership, strengthening partnership arrangements, through facilitation and active support to create and integrated public sector approach, ensuring staff are supported to achieve transformational change that will foster a supportive, learning, outcome-focused organisation.
- Lead and develop Community Planning Partnership arrangements, as agreed and in accordance with, the CPP Local Outcome and Improvement Plan.
- To plan and develop services, innovative approaches and strategies that impact on the health and wellbeing of the population and the delivery of the health inequalities agenda.

### **Managing Services**

- Lead the integration of services between those managed by NHS Tayside and Angus Council, to ensure integrated service planning and performance management arrangements are in place at an early stage. This will include the co-ordination, the preparation and the application of key strategic documents including Service Plans and Joint Commissioning Plans.
- Establish integrated systems and working arrangements to deliver all service requirements, taking account of statutory and legislative requirements and advice to the Integration Authority, the NHS Board, Full Council and relevant committees.
- To be accountable for the development of locality focused commissioning plans, which establish the public and local providers in care at the heart of future plans for all health and care services. This will include an evolving role based on the Integration Scheme and Large Hospital Guidance, and develop over time to influence plans for future commissioning of the total resource.
- To lead the effective development of all aspects of the Health and Social Care Partnership, including the development of community capacity and local partnerships, the development of social enterprises and self management to respond to the needs identified within the strategic plan. This will include the development and market facilitation to underpin more integrated models of care provided with the independent sector.

### **Managing Performance**

- Develop and set standards for the joint delivery of health and social care services ensuring a robust performance management framework is in place to measure service delivery, and ensure continuous improvement. Ensure that all statutory clinical and non-clinical governance and professional standards are adhered to and arrangements are established to ensure systems are in place meeting professional and clinical standards.
- Review and develop, via the IJB, relevant NHS Board and Council policies ensuring that they facilitate delivery of high quality services, consistent with the statutory objectives of both

## 6. KEY RESULT AREAS & RESPONSIBILITIES

organisations and lie within the resources available to the Board or successor body. Ensure arrangements are in place to support the general management and continuous development of the staff from the Board and the Council whose responsibilities are covered by the Board and the application of equal opportunities and non-discriminatory practices and policies.

- Manage and retain oversight of preparations for inspection and audit activity relating to delivery of services defined in the Integration Scheme and undertaken as part of the Joint Commissioning Plan.

### Managing Resources

- Propose, allocate and be accountable for budgets for services to meet the objectives as agreed by the Integration Authority, within Angus Council and NHS Tayside budget setting arrangements, ensuring that financial targets are achieved within the resources available.
- To lead and inform strategic workforce plans developing locally and nationally which respond to key areas of risk. This will include establishing more sustainable care models and innovative workforce solutions. Design and implement, in partnership with both organisations and with their staff side/Trades Union representatives, organisational arrangements, including locality arrangements, which are fit for purpose.
- Develop and maintain partnerships with Universities and Colleges, and national Improvement bodies to establish a culture of learning, development and research. Ensuring that best practice informs the plans for transformation. Ensure the first class delivery of services through an effective HR Strategy, Teaching, learning and development programmes, and Workforce planning strategy.

### Managing Relationships

- Direct and implement an agreed engagement strategy with frontline professionals, locality community leads, and the third and independent sectors which support innovative practice and local solutions to health inequalities and shape the Partnership's Strategic Plan.
- Develop and maintain effective partnerships with Scottish Government and MSPs, local elected members, and the media to establish effective communication and engagement with the citizens of Angus.
- Create opportunities for integration, continually looking for benefits that can be achieved across organisations.
- To lead the IJB's contribution to both Tayside and North of Scotland resilience arrangements in terms of planning, training, and exercising and response.

## 7. ASSIGNMENT AND REVIEW OF WORK – REPORTING RELATIONSHIPS

This post is directly accountable to the Chief Executives of NHS Tayside and Angus Council and works under broad direction within the parameters of Government priorities and policies for health and social care. The post will also report to the Integrated Joint Board for progress on

implementation of the agreed Strategic Plan.

Within the overall context for performance management within the respective organisations, the post will be largely self-directed, will direct arrangements with a high degree of autonomy, and will be held accountable for the delivery of key result areas, and all elements of the Integration Authority Strategic Plan.

Review of performance in the post is undertaken through the agreement of performance objectives and individual performance appraisal by the Chief Executives, reviewed by the Chairman. In view of the joint accountability to both the Council and the NHS Board, there will be an annual joint objective setting and appraisal process. Joint review sessions involving the respective Chief Executives of the parent organisations and the post holder will be arranged on a regular basis. Formal appraisal is undertaken on an annual cycle, but the Chief Executives will undertake more frequent, ongoing, informal reviews of current developments and progress on major issues on an ongoing basis, giving authority where necessary for the postholder to proceed with matters outwith the scope of his/her delegated authority.

The postholder will be expected to build an Integration Authority which develops the Partnership across the Public Sector in Angus and Tayside, establishing opportunities to review and reconcile the challenges of Integration.

The postholder will be accountable for the development of an annual performance report for the Scottish Government, and will be a key stakeholder in the annual review mechanisms of the NHS Board, and Governing and Performance Review mechanisms within the Council.

## **8. COMMUNICATIONS AND WORKING RELATIONSHIPS**

The post holder is expected to work with a diverse range of stakeholders across Health, Council, Voluntary Sector and other partner agencies. The postholder will also work closely with the relevant Directorates within Scottish Government, and key stakeholders across the Scottish Chief Officer Network and other national organisations.

Working closely with the Chief Executives of the Council and the NHS Board, and together with Integration Joint Board, senior officers, Elected Members and Non-Executive Members of the Board and external partners to formulate service development strategies.

Develop and secure constructive relations with a diverse range of stakeholders across Health, Council, Voluntary Sector and other partner agencies, including through the Angus Community Planning Partnership, promoting public awareness and involvement.

Represent the Council and NHS Tayside as required at local and national level, influencing policy initiatives being developed by the Scottish Government through the consultation process.

Ensure that members of the Integration Joint Board are fully aware of developments and have the information and assistance to make policy decisions.

## 9. MOST CHALLENGING PART OF THE JOB

- To lead the development of the Partnership Strategic Plan and provide strong, effective and visible leadership of a programme of transformational change to deliver health and social care that is seamless from the perspective of the patient, user or carer.
- To provide a strategic leadership role in strengthening partnership arrangements and merging two very different cultures to ensure that safe, quality and person centred care and services are delivered in a consistent and equitable basis across Angus/Tayside, while effectively managing organisational change.
- To provide a point of joint accountability for integrated systems of governance, finance reporting and performance of services to the Partnership through which there is also accountability to the Council and NHS Board.
- To lead, operate and manage the integrated budgets for adult health and social care service provision delegated to the Partnership by driving change to better utilise limited resources to meet increased demands and improve outcomes as a result.

## 10. QUALIFICATIONS, TRAINING AND EXPERIENCE

- Essential:**
- Masters degree or equivalent knowledge and experience.
  - Effective high level leadership, experience of partnership working and significant people management skills.
  - Substantial senior management experience in a large complex and multi-functional organisation, preferably within Health or social care.
  - Successful track record in managing organisational and culture change and managing modernisation programmes in a large complex organisation.
  - Significant financial management, strategic, risk and budget planning experience.
  - Experience of providing advice and guidance in a public service context.
  - Success in leading, managing and inspiring employees and of building and motivating effective senior teams.
- Desirable:**
- Experience of creating and harmonising a range of large scale services in a public sector environment.
  - Leadership & senior management experience in a public sector organisation.

## 11. KNOWLEDGE AND SKILLS

- Essential:**
- Leadership skills in delivering change and driving forward continuous improvement and best value agendas
  - A comprehensive understanding of public services in health and care environments and the contexts within which they operate
  - Ability to self direct
  - Determination and ability to create momentum in translating the vision into joint operational organisational arrangement
  - The political acumen and skills to develop effective corporate working relationships within two complex organisations
  - The ability to provide visible supportive leadership which will effectively empower employees and foster a positive and supportive organisational cultures
  - The ability to effectively manage and monitor performance at individual, service and corporate level
  - High degree of political sensitivity
  - Financial acumen
  - Commercial awareness
  - Strong analytical skills
  - Excellent communication skills
  - Ability to travel

## 12. ADDITIONAL REQUIREMENTS

Driving Compliance	Essential requirement given the geography of Angus.
Politically Restricted	This is a Politically Restricted position as identified by the Local Government and Housing Act 1989. Further information on restrictions as a result of this designation is available by visiting the recruitment pages.
Rehabilitation of Offenders	In September 2015 the Scottish Government made changes about what conviction information needs to be disclosed (some offences must always be disclosed, some offences do not need to be disclosed and some offences must be discussed in specified circumstances). For the purposes of this role the successful applicant will be required to complete a Criminal Conviction Self Declaration form.

<b>13. CORE COMPETENCIES</b>		
<b>NHS Leadership Framework</b>	<b>Local Authority Group</b>	<b>Required Behaviours</b>
Demonstrating Personal Qualities	Communicating	<ul style="list-style-type: none"> <li>• Politically aware when communicating sensitive information</li> <li>• Is open and non-judgemental in discussing difficult issues with others</li> </ul>
	Persuading and Influencing	<ul style="list-style-type: none"> <li>• Presents compelling arguments by understanding and anticipating the agendas of others</li> <li>• Highly developed partnership, advocacy, oral and written skills that are persuasive and influential</li> <li>• Acts with integrity</li> <li>• Ability to engage with others to build productive relationships with key stakeholders</li> </ul>
	Planning Organising and Managing Work	<ul style="list-style-type: none"> <li>• Approaches extremely complex planning activities with confidence</li> <li>• Adapts quickly and accordingly to changing situations and priorities of strategic importance</li> <li>• Ability to forward plan taking account of the external environment and harnessing opportunities and challenges to the benefit of service delivery in Angus</li> <li>• Ability to design, plan and program work to manage service priorities and provide effective leadership and balance within a customer focussed environment</li> </ul>
	Analysis and Problem Solving	<ul style="list-style-type: none"> <li>• Envisages critical areas of uncertainty and influencing factors to problem solving</li> <li>• Sound financial and commercial awareness, with strong analytical skills and a creative approach to problem solving</li> </ul>
	Initiative and Decision Making	<ul style="list-style-type: none"> <li>• Takes decisions on a wide range of subjects and levels of importance without upward approval</li> <li>• Takes considered decisions with long term strategic consequences</li> <li>• Makes transparent, yet ambitious, difficult or unpopular decisions to achieve outcomes</li> <li>• Seizes opportunities to achieve results and takes personal responsibility for making things happen</li> </ul>

13. CORE COMPETENCIES		
NHS Leadership Framework	Local Authority Group	Required Behaviours
	<p>Developing Self</p> <p>Achieving personal work goals and objectives</p>	<ul style="list-style-type: none"> <li>Establishes own development goals and career plan</li> <li>Manages own development and performance</li> <li>Is committed to continuing personal development</li> <li>Reflective and insightful</li> <li>Commitment to work across departmental and professional boundaries</li> <li>Ability to establish good personal relationships based on trust and integrity and to generate enthusiasm and commitment to innovative ways of working</li> </ul>
Working with Others and Managing Services	Customer Focus	<ul style="list-style-type: none"> <li>Supports and promotes a customer focused culture</li> <li>Balances customer expectations with statutory NHS and Council policy and resource limitations</li> <li>Tactfully involves and consults with key stakeholders, building relationships and listening to their views</li> <li>Develops networks and encourages contribution</li> </ul>
	Leading and Managing People	<ul style="list-style-type: none"> <li>Openly appreciates and provides positive feedback to teams</li> <li>Motivates teams, providing them with clear direction and targets, and works to remove barriers</li> <li>Demonstrates trust in others to perform effectively</li> <li>Takes responsibility for team performance</li> <li>Articulates the Partnerships vision, demonstrating values in action and helping staff to identify how their role supports this</li> <li>Understand, lead and motivate others to deliver results, providing clarity on priorities and responsibilities and recognising the contributions of others, commitment to long term development of self and others</li> </ul>
Creating the Vision and Setting Direction	<p>Providing Direction</p> <p>Formulating strategies and</p>	<ul style="list-style-type: none"> <li>Positively drives the Partnership forward</li> <li>Effectively contributes executive leadership perspectives to the development of the vision</li> <li>Works to break down silo thinking, encouraging a strategic, partnership and corporate perspective</li> </ul>

<b>13. CORE COMPETENCIES</b>		
<b>NHS Leadership Framework</b>	<b>Local Authority Group</b>	<b>Required Behaviours</b>
	concepts	<p>and approach</p> <ul style="list-style-type: none"> <li>• Influences the vision within the wider public service and embodies the vision</li> <li>• Evaluates impacts, critically evaluating services to ensure these are person-centred, safe and effective</li> </ul>
Improving Services and Creating the vision	Collaborative Working	<ul style="list-style-type: none"> <li>• Displays stature and presence to gain commitment and loyalty</li> <li>• Creates an environment where people willingly work together to achieve NHS &amp; Council goals and vision</li> <li>• Nurtures partnership relationships, championing the customer first approach</li> </ul>
	Change Management	<ul style="list-style-type: none"> <li>• Leads the implementation of change, embracing new and different approaches</li> <li>• Establishes consensus about the priorities for change.</li> <li>• Drives forward change taking advantage of opportunities presented by the Integration and Strategic Commissioning Plan</li> <li>• Champions continuous improvement across both the organisations</li> <li>• Encourages improvement and innovation, facilitating a transformational approach to change</li> </ul>
Delivering Strategy	Achieving Success	<ul style="list-style-type: none"> <li>• Effectively leads the establishment of clear performance objectives and service priorities</li> <li>• Drives forward individual and service performance and Partnership improvement, accepting overall responsibility, including monitoring and review</li> <li>• Effectively evaluates and manages emerging corporate risk</li> <li>• Sound commercial and financial awareness and ability to control costs</li> </ul>



## Summary of NHS Conditions of Service Chief Officer

### **General**

The terms and conditions of service for this post are subject to direction by the Scottish Government.

### **Remuneration**

Executive and Senior Manager Grade E which is £88,171 - £114,606 per annum. Entry point on the salary scale will take account of previous experience. Performance management arrangements and pay progression are subject to direction by the Scottish Ministers as set out in NHS HDL (2007)15 and guidance from the Scottish Government Health Directorate.

### **Hours of work**

This post is full-time. Staff holding executive office should be prepared to work such hours as are necessary for the full performance of their duties and responsibilities. For pay purposes, the working week will be 37.50 hours per week.

### **Annual leave**

Annual leave entitlement in a full year will be 41 days inclusive of 8 statutory holidays. The leave year will run from 1 April to 31 March.

### **Pension scheme**

The appointment is superannuable under the NHS (Scotland) Superannuable Scheme, unless you opt out in favour of some other scheme or are ineligible to join. Your remuneration will be subject to deduction of superannuable contributions in accordance with the scheme. Costs and contributions as well as benefits are available on the SPPA website: [www.sppa.gov.uk](http://www.sppa.gov.uk)

NHS Tayside encourages staff to join the scheme.

### **Sick pay**

Sickness allowance depends on the length of continuous service and is on a scale ranging from one month's full pay plus two months' half pay during the first year of service, up to six months' full pay plus six months' half pay after completing five years of service.

### **Relocation**

Relocation expenses may be payable to the successful candidate in accordance with the Board's policy. NHS Tayside will pay up to £8,000 towards removal expenses.

### **Induction**

NHS Tayside will work in conjunction with national, regional and local colleagues to provide a bespoke development package for the successful candidate.



## Summary of Angus Council Conditions of Service Chief Officer

### General

The terms and conditions of service for this post are as determined by the Scottish Joint Negotiating Committee for Local Authorities' Services (Chief Officials).

### Remuneration

The grade for this post is a fixed point of CO38. The salary is currently £101,506 per annum as determined by the Scottish Joint Negotiating Committee for Local Authorities' Services (Chief Officials).

Your salary is paid monthly by credit transfer to a bank/building society of your choice on the last working day of each month.

### Hours of work

The basic working week is 37 hours but as a JNC Chief Official and where the exigencies of the Council's service so require, you will be required to work outwith these hours. You will be expected to attend evening meetings as necessary.

The salary is all inclusive to reflect your working arrangements.

### Annual leave

Annual leave entitlement is 31 days. In addition, there are 7 public holidays. The leave year is January to December.

### Pension scheme

You are required to contribute to a pension scheme and will be automatically admitted to the Local Government Pension Scheme (LGPS). You may, however, opt out of the Scheme in favour of another scheme.

Your salary will be subject to deduction of superannuable contributions in accordance with the scheme. Further details can be found at [www.taysidepensionfund.org](http://www.taysidepensionfund.org).

### Sick pay

Sickness allowance depends on the length of continuous service and is on a scale ranging from 5 weeks' full pay plus 5 weeks' half pay after 26 weeks' service, up to 26 weeks' full pay plus 26 weeks' half pay after completing five years of service.

### Removal and Relocation

Removal and Relocation expenses up to a maximum of £4500 may be payable to the successful candidate in accordance with the Council's policy.

### Induction

Angus Council will work in conjunction with national, regional and local colleagues to provide a bespoke development package for the successful candidate.

## **How to Apply**

NHS Tayside and Angus Council encourage applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have.

We hope the information we have provided will encourage you to find out more about this opportunity.

For an informal conversation about the role, please contact Sarah Gracie at Eden Scott, please email [sarah.gracie@edenscott.com](mailto:sarah.gracie@edenscott.com)

To apply, please send the following details to Sarah Gracie at [sarah.gracie@edenscott.com](mailto:sarah.gracie@edenscott.com)

- a copy of your CV
- A covering letter addressing what interests you in the role and details of your 3 most relevant skills or experiences that make you suitable for the role, as set out in the job description and person specification

Further information about NHS Tayside including the full job pack can be found at [www.edenscott.com/employer/nhs-tayside](http://www.edenscott.com/employer/nhs-tayside)

**The closing date for receipt of applications is: 8<sup>th</sup> October 2023**

Thank you for your interest in working for NHS Tayside and Angus Council.