

**Post:** Development Manager

**Responsible to:** County Managers

**Grade** PO 10-13

**Main Purpose:**

These posts are designed to take lead responsibility for ensuring that the Directorate adopts a high quality, consistent and coordinated approach to the development and subsequent operationalisation of new ways to achieve effective, person centred outcomes for the members of the public in Cumbria who have social care needs.

The post holder will take lead responsibility for particular areas of development either directly or by ensuring the effective co-ordination of inputs from a range of people both internal and external to the Adult Social Care Directorate. As such, the post holder will identify emerging trends, lead the development of transformational change and its subsequent evaluation and further refinement.

The post holder will actively promote the work of Cumbria County Council, internally and externally, in the development and delivery of continuously improving modern and competitive services for the citizens of Cumbria.

**Principal accountabilities:**

1. To take lead responsibility for identifying opportunities for new ways of working that respond to emergent research, knowledge of the Directorate and national drivers for change, the Care Governance process and the learning from compliments and complaints.
2. To take lead responsibility for defined area(s) of service development on behalf of the Directorate in order to make most effective use of organisational capacity.
3. To manage the active systematic engagement of Service Users and Carers in order to improve the development and delivery of services
4. To take responsibility for ensuring that all service developments promote Self Directed Support and maximise choice and control for people using services and their Carers.
5. To lead, with support from Contracting and Service Delivery colleagues in particular, effective ways of moving service developments into deliverable

- person centred, responsive and cost effective services.
6. To lead the development and implementation of preventative and well-being services to adults in Cumbria which meet the Council's policy objectives and make effective use of available resources, particularly those which lie within local communities or which require cross professional/organisational working.
  7. To ensure effective contribution to and learning from research (internal and external) through joint work with Knowledge Management colleagues.
  8. Contribute directly to the local implementation of the Health and Social Care White Paper, the National Service Frameworks, other current and future guidance in order to meet statutory responsibilities and national targets across older people/disabled people services.
  9. To support, through effective development and management processes, the attainment of financial and activity targets across the Directorate and the wider County Council/partner organisations and their recording in order that Performance Management and Finance colleagues are able to report their achievement.
  10. To lead the management and reporting of financial activity relating to specified budgets within the scheme of financial delegation.
  11. To develop and promote implementation of policies, procedures, protocols and agreements in order to comply with legislation, Government guidelines and professional standards both within the Directorate and across organisational boundaries.
  12. To ensure effective implementation of the Council's strategy for the protection of vulnerable older people/disabled people by ensuring that any service developments will improve practice in this area.
  13. To manage and monitor the operation of the Council's Health & Safety and Equality Policy within services to maintain a safe working environment free from discrimination.
  14. To, where appropriate, appoint, motivate, manage and develop staff throughout Adult Social Care services to ensure optimum service performance and encourage personal achievement and development.
  15. To represent the Head of Service/County Managers and/or the Authority as required, and ensure the provision of professional advice on social care issues and policy developments relating to older people/disabled people to the Authority and other agencies.

PERSON SPECIFICATION

Development Manager

	<u>Essential</u>	<u>Desirable</u>
Qualifications/Training/Competences	Degree level qualification in health, social care or education, or other relevant area	Recognised health or social care professional qualification
Relevant Experience	Evidence of CPD  Experience of working in a number of practice or management levels/roles in at least one health, social care or voluntary sector organisation  Experience of effective partnership and community working, building and maintaining relationships across organisations  Experience of identifying and responding to service trends through creative solutions and service developments.  Relevant experience in the management of projects	Project management qualification  Recognised post-graduate management/planning qualification  Management training  Planning, reviewing or developing services with other agencies  Project Management techniques
Knowledge	Legislative framework and drivers that underpin both local government and NHS organisations  Knowledge of social model of	Knowledge of inter-departmental/agency working

<p>Skills</p>	<p>disability and principles and practice of social inclusion, partnership working creating innovative and empowering solutions</p> <p>IT literacy Excellent communication to a wide range of people through a variety of media.</p> <p>Establish good working relationships with a wide range of internal and external stakeholders</p> <p>Understand and manage implications of political and policy issues at a number of levels.</p> <p>Manage effective change processes that create radical but accepted changes, even when the organisational context is fluid.</p> <p>Analyse research findings and complex situations in order to develop creative, person centred solutions</p> <p>Effective planning and resource management skills</p> <p>To be self-managing but to also work as part of a team</p>	
<p>Special Circumstances</p>	<p>To be able to travel around Cumbria and externally to Cumbria</p> <p>This post is subject to Disclosure</p>	

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