



Dundee
City Council
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**CHANGING
FOR THE FUTURE**

NHS
Tayside

**Chief Officer/Director of Health & Social Care
Dundee Health & Social Care Partnership**

CANDIDATE INFORMATION PACK



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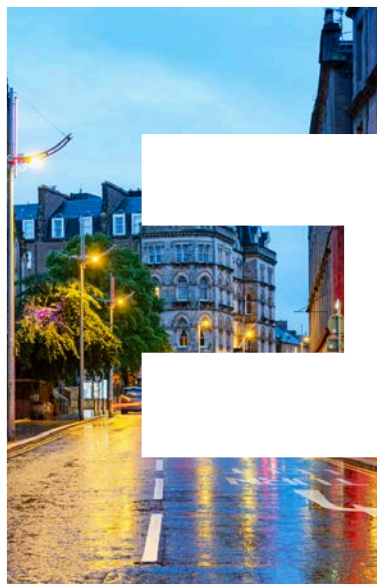
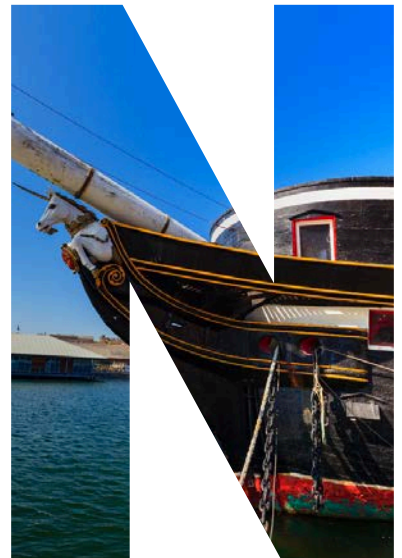
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Welcome from the Chair, Dundee Integration Joint Board



Thank you for your interest in the post of Chief Officer/Director of Health and Social Care for Dundee Health and Social Care Partnership, a critical role as health and care services in Dundee move to a new phase of integration, redesign and reform, in service to our communities.

Dundee Integration Joint Board (IJB) has an ambitious agenda, as outlined in our Strategic Commissioning Framework. Our Plan for Excellence in Health and Social Care in Dundee (2023 – 2033) sets out our ambition that everyone who lives in Dundee will have the best possible health and wellbeing, and we have a number of strategic priorities focused on achieving this ambition.

We know this is a big, and very important challenge. We know that some things can be changed quickly to help improve people's health and wellbeing, whilst some other aspects will take longer. We are working closely with other organisations in the city, including the Council, NHS Tayside, the Police and organisations in the third and independent sectors to make a real and lasting difference to people's lives.

In order for us to achieve our ambition, Dundee IJB is seeking to appoint an inspiring individual to lead the Dundee Health and Social Care Partnership. A visionary leader for our employees, partners and the broader system; an individual who can demonstrate the exceptional leadership qualities required to contribute to our transformation agenda, and is passionate about providing high quality health and care services to the people of Dundee.

This Candidate Information Pack will provide you with information about the role and about integrated health and care in Dundee. More information can be found at ([microsite](#)). If you believe you have the skills and qualifications, as well as the personal attributes and experience to drive forward the transformation required to improve health outcomes for the population of Dundee, then we would welcome your application.



Councillor Ken Lynn
Chair, Dundee Integration Joint Board

A few words from the Chief Executives of NHS Tayside and Dundee City Council



As the Chief Executives of NHS Tayside and Dundee City Council, it is our sincere pleasure to co-lead the recruitment process for the Chief Officer/Director of Health and Social Care (Chief Officer) for Dundee Health and Social Care Partnership (HSCP).

Here in Dundee, we are committed to the integration of health and care services. We are doing this by putting a greater emphasis on joining up services - focusing on anticipatory and preventative care to transform the way we deliver health and care to our communities to meet their current and future needs.

At the heart of what we do is our shared commitment to delivering safe, high-quality, affordable and sustainable health and care, while shaping a workforce that drives better outcomes for everyone. As Chief Officer, you will work collaboratively with colleagues across Dundee City Council and NHS Tayside, as well as the Third and Independent Sectors, to drive the innovation and improvement needed to transform and reform our health and care partnership delegated services for the citizens of Dundee. You will also work as a systems leader with the Chief Officers across Angus, Perth and Kinross, as well as Acute Services to support joined up, whole system pathways of care.

We are realistic about the challenges we face, and are at the same time also highly ambitious for Dundee, our system, our culture, our employees and our communities. In joining us as Chief Officer, you will have the opportunity to make a career defining impact - leading in a sustainable and future focused integrated health and care system; building strong relationships with partners; and working together to improve the health and wellbeing of our people.

We have a lot of work to do, so we are seeking a Chief Officer who shares our aims and values. This role will offer the right candidate the opportunity to direct and influence change and make a positive difference for individuals, families and communities across Dundee and beyond. It is a demanding role, with a high level of public scrutiny and accountability. It requires a collaborative, resilient and politically astute individual with exceptional leadership skills, combined with relevant professional experience and a passion for quality and excellence.

We would welcome an informal discussion with interested candidates. To arrange a suitable date and time, please contact our Senior Appointments Team at tay.seniorappointments@nhs.scot. We look forward to receiving your application, and thank you again for your interest.



Nicky Connor
Chief Executive
NHS Tayside



Greg Colgan
Chief Executive
Dundee City Council

DUNDEE

Dundee is a modern, vibrant city which is continuing to transform culturally.

It is a leader in many fields including life sciences, technology, gaming, digital media, art and design and is developing capacity in the green jobs sector. Particularly after the opening of the V&A Dundee, it is increasingly becoming a tourist destination for Scottish, UK and international visitors. Dundee was Scotland's first Fair Trade City, the UK's first Living Wage City and the UK's first UNESCO City of Design. Dundee has been named as one of the world's top "places of the future" in a report examining how new technologies will create jobs.

Dundee has an international reputation for using culture and creativity as a catalyst for building resilient and robust communities. Our strong history of cultural investment means Dundee is a vibrant place which harnesses its creativity and cultural richness to support the engagement, ambition, achievements and wellbeing of its citizens

Diversity is welcomed with opportunities for worship in a wide range of faiths including Christianity, Buddhism, Hinduism, Islam, Judaism and Sikhism, as well as multi-denominational institutions, which welcome people of all faiths or none.

Dundee is a great place to live and work



Beautiful scenery with seaside, mountains and forests so close you can visit them all in one day.



Compact, so you can easily walk or cycle around the city.



26 mile cycle route around the city.



Scotland's Sunniest city.



Steeped in history, there is a lot to explore.



Home to some of the best museums in Scotland.



Variety of outdoor activities easily available including watersports, skiing, skateboarding, golf and mountain climbing.



UK's first UNESCO City of Design.



Cost of living is cheaper than other Scottish cities.



House prices are more affordable than in any other Scottish city.



You can fly to London from Dundee Airport in an hour or travel to Edinburgh International Airport in an hour.



Dundee has 33 primary schools, 8 secondary schools, 2 universities and numerous other further education establishments to help everyone find something.



THE OPPORTUNITY

The Chief Officer/Director of Health and Social Care (Chief Officer) is accountable to the Dundee Integration Joint Board (IJB) for strategic planning, commissioning and oversight of delivery of the full range of integrated services through the Dundee Health and Social Care Partnership (HSCP), including commissioning services from its partner organisations and through them, from a range of independent and third sector providers.

The Chief Officer leads the integration of health and care services to align with the national Health and Wellbeing Outcomes; the Principles of Integration; and delivery of the Public Bodies (Joint Working) (Scotland) Act 2014, as defined in our agreed Integration Scheme.

Working in close partnership with other stakeholders across the NHS, partner Health & Social Care Partnerships and beyond, the Chief Officer provides the strategic vision required to ensure the development and implementation of transformational strategies and plans to ensure high quality health and care services are provided to the population of Dundee, in line with Government policies and priorities. The Chief Officer contributes to the strategic leadership and management of NHS Tayside and Dundee City Council priorities, as appropriate.

The Chief Officer formally reports to both the Chief Executives of NHS Tayside and Dundee City Council, with accountability to the IJB for progress on implementation of the agreed Strategic Plan. The Chief Officer is a member of the Executive Leadership structures within both Dundee City Council and NHS Tayside, which enables the synergy required to both lead the strategic planning and work as a systems leader with colleagues to enable the delivery of performance and sustainable outcomes for all delegated services.

Within the overall context for performance management for the respective organisations, the Chief Officer will be largely self-directed, working with a high degree of autonomy, and will be held accountable for the delivery of objectives set, in discussion with the Chief Executives. Performance appraisal is undertaken by the Chief Executives in partnership and, in the case of an NHS employee, will be subject to review by NHS Tayside's Remuneration Committee.

The successful candidate will have the option of being an employee of either NHS Tayside or Dundee City Council.



KEY RESULT AREAS

Providing strong, effective, visible leadership of transformational change for Dundee HSCP, in line with the IJB's Strategic Plan and those of NHS Tayside and Dundee City Council, with a focus on transitioning to delivery of community-based health and care services.

Leading and managing staff in Dundee HSCP, working in alignment with the both the NHS Board and Dundee City Council who remain the employers of staff supporting strong staff governance and compliance with relevant national and local agreements, employer policies and procedures and taking appropriate professional advice.

Leading the culture change across staff and partners required to achieve innovative and effective integration and cross boundary working. Building and maintaining a culture where people are treated fairly, consistently and with respect; where everyone has a voice; and where equality, inclusion and diversity are valued.

Optimising the development of seamless, integrated health and care services, considering anticipated developments in the external environment.

Through personal role modelling, demonstrating commitment to collaborative leadership and partnership working, developing standards for joint delivery of health and social care services.

Through direct influence, supporting development of a coherent vision and a values-based culture to improve outcomes and service-user experience for people across Dundee and Tayside.

Creating the conditions to address health inequalities; anticipating and exceeding customer expectations to improve health and wellbeing of people who require health and social care services across Dundee and Tayside.



THE PERSON

Qualifications and Education

- Master's degree, or undergraduate degree and equivalent knowledge and experience (essential)
- Evidence of continuous professional development (essential)
- Leadership/management qualification (desirable)

Leadership

- Significant and demonstrable leadership experience at a senior strategic decision-making level in an organisation with a comparable size of budget and workforce (essential)
- Evidence-based track record of leading and delivering transformational change in a large, complex public system at Board level (desirable)
- A resilient, inspirational and visionary leader, who operates with integrity; leads with kindness and compassion; has a clear sense of purpose; and is inclusive and collaborative with a range of stakeholders (essential)
- Ability to communicate an inspiring vision and can empower staff at all levels (essential)
- Demonstrable experience of business continuity planning, incident and change management, including working within the context of significant resource constraints (essential)
- Demonstrate behaviours aligned to the NHS Scotland Leadership Success Profile for Executive Level Directors to enable outcomes, shape cultures and empower systems (essential)



Building Culture

- Demonstrate evidence-based commitment to building and maintaining a culture where people are treated fairly, consistently and with respect; where there is psychological safety, where everyone has a voice; and where equity, inclusion and diversity are valued (essential)
- Demonstrate ethics, values and integrity; leading with humility and building trust (essential)
- Calm under pressure, effectively managing emotional responses (essential)
- Evidence of leading and inspiring system change and integrated working in an inclusive way, where organisational values are integral to care delivery and service improvement (essential)
- Ability to challenge existing systems, practices and processes to ensure and facilitate continuous improvement (essential)

Policy, Strategy and Performance

- The ability to create and drive a sustainable organisation vision and strategy, putting users and beneficiaries at the centre of this work (essential)
- Understanding and experience of working within a political and national policy context and the ability to manage delivery, governance and assurance in that context (essential)
- Experience of working effectively with Government officials, Board members and frontline staff, with an ability to operationalise strategy for all stakeholders (essential)
- Evidence of improving organisational performance through implementing a systematic approach to delivery and transformation, based on collaboration and co-production with key partners (essential)
- Significant experience of influencing policy at a regional and national level (desirable)

Leadership Success Profile

Key themes within behavioural clusters		
Enabling Outcomes	Developing purpose and vision	Forming strategies that draw upon population, social and economic health, are connected to the needs of local communities and informed by global developments
	Building capability	Developing capability and capacity at organisational, system and national levels and a strong team who display collective accountability
	Harnessing commitment	Connecting strategic ambitions to the lives of frontline staff, building a shared commitment, identity and sense of purpose for what can be achieved together
Shaping Cultures	Releasing creativity and innovation	Creating the conditions for improvement and innovation at multiple levels through the creation of a culture of empowerment and learning
	Modelling Self-leadership	Managing all aspects of self including from daily performance, wellbeing, and resilience to ongoing growth and career development
	Fostering inclusion and psychological safety	Building a culture that is based upon the principles of inclusion, compassion and psychological safety across the multiple teams / communities to which they belong
Empowering Systems	Whole system awareness	Understanding the need to combine employment, education, housing and environmental considerations in addressing inequality and inequity in population health
	Forging trust and collaboration	Building trust and overcoming historical challenges to enable collaboration and shared commitment at local and national levels
	Enabling population outcomes	Ensures system wide interventions and national policy translate into changes that positively impact the lives of front-line staff and communities



HEALTH & SOCIAL CARE INTEGRATION

The main purpose of integration is:

- To improve the wellbeing of people who use health and social care services, in particular those whose needs are complex, and which require support from health and social care at the same time;
- To improve the wellbeing of those for whom it is necessary to provide timely and appropriate support in order to keep them well;
- To promote informed self-management and preventative support to avoid crisis or ill health; and
- To jointly deliver on the national health and wellbeing outcomes.

Health and Social Care in Dundee is proud of its achievements delivering high quality care. At the same time, as with other public sector systems in the UK and internationally, there are significant challenges that must be addressed if the system is to be sustainable - increased demand for services; workforce and finance constraints; and the medium and long-term impact of socio-economic factors impacting population health and entrenching health inequalities, as detailed in the Director of Public Health's Annual Report (2023). These challenges cannot be tackled by any public sector agency acting alone; a truly whole system, integrated approach is required, which has the NHS, Integrated Joint Boards (IJBs), local authorities, other public sector partners including the police and fire services, further and higher education, the third sector and citizens working together to have the greatest impact.

Dundee Integration Joint Board

NHS Tayside and Dundee City Council agreed an Integration Scheme for Dundee, which was approved by Scottish Ministers in September, 2015, with the Integration Joint Board (IJB) established in October, 2015. The Integration Scheme sets out the functions that are delegated by NHS Tayside and Dundee City Council to the IJB. The IJB operates as a body corporate (separate legal entity), acting independently of NHS Tayside and Dundee City Council. It is responsible for the planning, oversight and delivery of integrated functions.

As laid out in the Strategic Commissioning Framework (2023 – 2033), the IJB has an ambitious agenda with clear priorities that will ensure the people in Dundee have the best possible health and wellbeing, supported by health and social care services that:

- Help reduce inequalities in health and wellbeing that exist between different groups of people.
- Are easy to find out about and get when they need them.
- Focus on helping people in the way that they need and want.
- Support people and communities to be healthy and stay healthy throughout their life through prevention and early intervention.

Dundee Health and Social Care Partnership

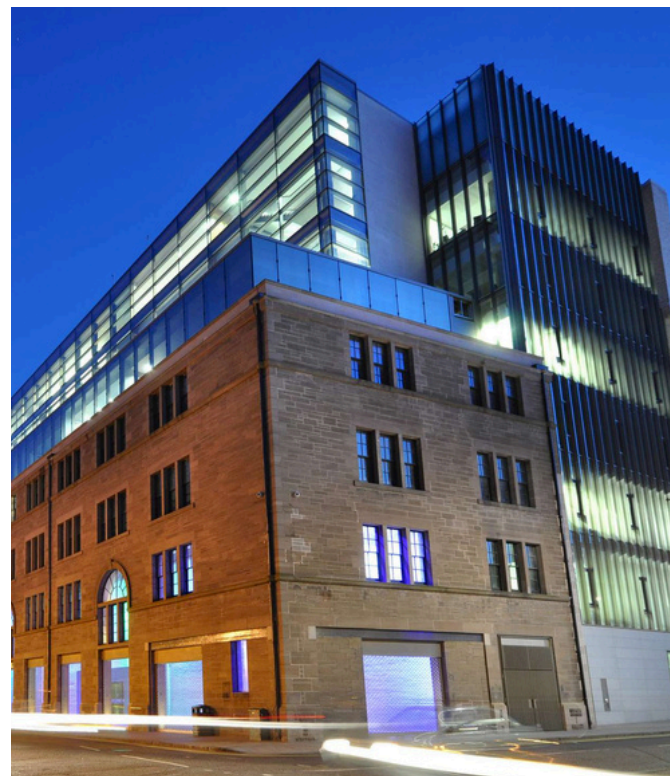
To give effect to the operational management of Integrated Services, Dundee Health & Social Care Partnership (HSCP) was established, and brings together adult health and social care services for the population of Dundee. Dundee HSCP consists of Dundee City Council, NHS Tayside, and partners from the third sector and independent providers of health and social care services.

Health and Social Care in Tayside

Health & Care in Tayside as a whole covers three local authority areas (Dundee City, Perth & Kinross and Angus) and serves over 415,000 residents. Dundee HSCP joins two partner HSCPs in Tayside (Perth and Kinross and Angus) in providing primary and community care, with alignment to the three local authorities for each of these areas. NHS Tayside is one of the five Scottish teaching boards and has a close relationship with the University of Dundee Medical School, Abertay University, and Dundee & Angus College.

Location

For employment purposes, your main base will be Dundee City Council offices in Dundee, with office space being available at Ninewells Hospital, as required. The option of hybrid working is available upon agreement with the Chief Executives of Dundee City Council and NHS Tayside. The post will inevitably require you to travel regularly throughout the HSCP area and within Scotland. Less frequently you will be required to travel further out with Scotland. Home to work expenses will be met by the post holder but all other travel expenses incurred as a result of your employment will be reimbursed by the Board or Dundee City Council.



Recruitment Process & How to Apply

Outlined below are key timescales for the recruitment campaign. All candidate applications will be acknowledged and treated in the strictest of confidence.

Appointment of the successful candidate will be subject to pre-employment checks, including satisfactory references (one of which must be from your current or most recent line manager), Pre-Employment Health Assessment, Evidence of Qualifications (as outlined in the Person Specification), Confirmation of Right to Work in the UK and Identity and where applicable to the post a Disclosure Scotland Criminal Records Check/Protection of Vulnerable Groups Scheme Membership.

Candidates should note that the recruitment process will include for shortlisted candidates a pre-interview assessment stage prior to selection of final candidates to go forward to formal interview panel.

Recruitment Stage	Planned Date
Recruitment Campaign opens	Friday 4th April
Closing date for return of applications	Friday 18th April
Assessment Date	Wednesday 21st May
Interview Date	Friday 30th May

How to Apply

To apply for this role, please send the following details to tay.seniorappointments@nhs.scot

- A copy of your current CV.
- A covering letter, addressing what interests you in the role and details your three most relevant skills/experiences that make you suitable for the role, as set out in the job pack.

All applications will be acknowledged and treated in the strictest of confidence.



Special Requirements for Selection Events

We are fully supportive of discussing any reasonable adjustments to the recruitment process to ensure no candidate is disadvantaged as a result of a disability or any other health condition. If you require any special arrangements to be made to ensure your full participation in the selection process, please email tay.seniorappointments@nhs.scot

If you have a disability or long-term health challenge, the Board is committed to offering reasonable adjustments throughout the recruitment process and employment.



Data Protection Legislation

The information supplied by your application will only be processed by authorised NHS Tayside personnel involved in relevant stages of the recruitment process.

Applications submitted via the NHS Scotland Recruitment process will be retained by NHS Tayside and will be used for the purpose of processing your application and for statistical and audit purposes. NHS Tayside will process the information for the stated purposes in regards your application for employment. If your application is unsuccessful your information will be retained securely for 12 months from the completion of the recruitment process and then confidentially destroyed.



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