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JOB DESCRIPTION

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POST TITLE:	LINCOLNSHIRE STRATEGIC LEAD: HEALTHY AND ACCESSIBLE HOMES
CONTRACTING COUNCIL:	Boston Borough Council
DATE ISSUED:	May 2021
GRADE:	Boston Borough Council Grade 8 £44,209
	Two Year Fixed Term / Secondment Opportunity
SERVICE / FUNCTION:	Housing and Wellbeing Directorate
RESPONSIBLE TO:	Service Manager: Enabling Affordable and Accessible Homes
	Although hosted by Boston Borough Council and East Lindsey District Council (Strategic Alliance) for day to day line management and oversight, this countywide role is accountable to the District Housing Network. The post holder will work closely with and coordinate the activities of the Moving Forward with DFGs Group in Lincolnshire.
STRATEGIC ALLIANCE CONTEXT:	In July 2020, Boston Borough Council and East Lindsey District Council formed a Strategic Alliance. Both Councils remain separate entities but are moving to a process of sharing a number of services, systems and staff teams. Both Councils continue to retain their own identity and remain accountable to their local communities, however, sharing expertise, teams and resources allows us to work more effectively, efficiently improve the delivery of services to local people. As part of the Councils' 'People Directorate'; Housing and Wellbeing Services have responsibility for leading and delivering a diverse range of functions (including statutory functions) on behalf of the Strategic Alliance and make a significant contribution to the wider housing, health and care system both through delivery of service functions and through strategic collaboration across the wider housing, health and care system.
JOB PURPOSE:	Good quality, safe, affordable housing that meets the needs of those living in it is a key determinant of health and wellbeing. Partners across the housing, health and care system in Lincolnshire are working together toward a clear vision: for people to live independently, stay connected and have greater choice in where and how they live. We want to ensure that where appropriate, people can be empowered/enabled to stay at home and remain connected with the help of a range of things including advice and guidance, equipment, digital technologies, warm homes, small and large home adaptations and personal support. There are excellent examples of services that enable people to remain at home across Lincolnshire but they all operate independently, making it harder for individuals and those who support them to navigate the support available. Lincolnshire's offer to support people to remain at home would be enhanced through greater integration across the system. Good progress has been made, but we need to do more. This role is jointly funded and will work across the housing, health and care system to help us to do more and to innovate to achieve positive outcomes for our residents whilst making best use of resources and opportunities to align and integrate as partners for the benefit of our residents.

	<p>As Strategic Lead for Healthy and Accessible Homes in Lincolnshire, the post holder will develop and enable implementation of a clear work programme and strategy which will lead to the identification, development and delivery of options to progress a commitment in Lincolnshire to better embed adaptations as part of a system-wide approach to keeping people independent in a home of their own.</p> <p>Rethinking and reshaping how we maximise outcomes and opportunities for residents through each of these elements and how we can integrate and enhance them is key to this role – we have the opportunity to really put the person at the heart of our approach to ensure that their needs and aspirations are properly understood and that the Lincolnshire ‘offer’ is to integrate these to create a seamless, customer-friendly, efficient and cost effective service with the person at its centre.</p> <p>The post holder will make a strategic contribution to the wider health and wellbeing agenda at a countywide level and with strong, effective partnerships and connections at a local, regional and national level; the postholder will create opportunities to think and do things differently, to enable people to remain safely and independently at home for as long as possible.</p> <p>As part of this role the post holder will have a strong emphasis on insight and evidence to guide planning, delivery and evaluation of evidence based solutions and interventions. The postholder will need to work closely with relevant intelligence teams. System leadership, collaboration, ability to use insight and evidence to influence and guide change and delivery through strong and effective relationships will be key. The post holder will need to be dynamic in approach to respond to changing national policy and will need to bring partners together in a strategic and coherent way in order to influence and drive change at a local, regional and national level.</p> <p>Through a two year work programme, the post holder will lead the following outcomes:</p> <p><u>Year 1</u>: Developing a Lincolnshire Healthy and Accessible Homes strategy with robust and deliverable options for new delivery models and a comprehensive communications and engagement plan</p> <p><u>Year 2</u>: Implementation, integration and a framework for evaluating impact</p>			
LIAISON WITH:	Elected members, council officers, external partners, , statutory agencies, local / regional and national partners, voluntary and community sector, service users, Government Departments, funders, Housing Health & Care delivery group, Lincolnshire Health and Wellbeing Board			
RESOURCE ACCOUNTABILITY:	<table border="1"> <tr> <td data-bbox="438 1621 1538 1659">Financial: Yes</td> </tr> <tr> <td data-bbox="438 1659 1538 1697">Direct Reports: No</td> </tr> <tr> <td data-bbox="438 1697 1538 1731">Physical and Information: Yes</td> </tr> </table>	Financial: Yes	Direct Reports: No	Physical and Information: Yes
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KEY COMPETENCIES:	<ul style="list-style-type: none"> ● Organisational awareness ● Awareness of the wider context within which the role operates ● Effective communication ● Customer focus ● Partnership working ● Continuous improvement and quality ● Leading and managing change ● System leadership 			

- Analytical thinking
- Professional curiosity
- Confidence and ability to influence change
- Innovation
- Project and programme management in a complex partnership environment

KEY TASKS

- Over a two year period, develop a Lincolnshire Healthy and Accessible Homes strategy with robust and deliverable options for new delivery models, a comprehensive communications and engagement plan and a clear strategy for implementation, integration and evaluation
- To actively contribute to delivering the ambitions/objectives of the Lincolnshire Homes for Independence Blueprint
- To lead a review of the customer pathways in Lincolnshire and to influence and enable delivery of a revised and integrated Lincolnshire pathway to support people to live independently whilst also making best use of resources across the system – ensuring that preventative and innovative options can be embedded, opportunities for earlier intervention and engagement can be progressed to maximise outcomes and prevent avoidable escalation of needs
- Work across the housing, health and care system to ensure that services that support people to remain living in their current home complement each other as a system-wide approach
- To use data, insight and evidence to develop, support and inform delivery of evidence based programmes and interventions that will drive change and improve outcomes
- To use data, insight and evidence to inform future commissioning and service delivery considerations for services that can support people to remain at home
- To increase knowledge and understanding in Lincolnshire of new and emerging digital technologies to enable homes for life
- Using evidence to guide and inform the development of design requirements in new build properties to reduce the need for people to move or access costly adaptations as their needs change over time and explore opportunities for DFG resources to support new build development in Lincolnshire
- To guide and inform the development of a Lincolnshire wide discretionary housing assistance policy that enables residents’ needs to be met – a focus on prevention and flexibility in line with Better Care Fund outcomes.
- Working with partners to explore and progress opportunities for creative approaches including, where appropriate, pooled budgets or other resources
- To actively contribute to strategic development of key programmes such as Integrated Care System development, housing policies, Joint Strategic Needs Assessment
- Identify opportunities to ensure residents needs are understood at an early stage and that advice is appropriate enabling best solution to meet the need
- To work in partnership with Elected Members and a variety of stakeholders and partners to secure joined up working
- To act as an ‘ambassador’ for and to promote Lincolnshire locally, regionally and nationally

- To ensure effective communication with staff, elected members, partners and stakeholders to demonstrate learning, value and impact
- Oversight of relevant partnership and service level agreements as required to ensure value for money and positive outcomes
- To proactively review and learn from established models of good practice elsewhere
- To establish best practice approaches that can be shared with other areas
- To play a key role in Lincolnshire's strategic partnership with the national Centre for Ageing Better

GENERAL

The key tasks are intended to serve as an indication of the character and general level of the post. They are not in order of priority and they should not be considered as absolutely final or exclusive. The list may be changed depending on the operational circumstances of the Councils.

As an employee of Boston Borough Council you must comply with the Health and Safety policies and attend the compulsory Health & Safety training as and when requested.

Safeguarding is Everyone Responsibility. You must adhere to the Councils Safeguarding Policies and Procedure and undertake safeguarding training as required. A DBS check may be required for this post.

You will be required to undertake any other necessary training to enable you to perform your duties effectively.

You will be required to make yourself aware of, and work within, the General Data Protection Policies.

CORPORATE TASKS (applicable to all employees)

Write reports for members, Leadership Team and partner working groups to consider on issues relating to the area of responsibility function

Contribute to the performance of the Service through business planning mechanisms, performance review and team meeting processes

Support the Leadership Team in making sure functions offer a customer focused service and strives to be innovative in its search for continuous improvement

Contribute to and help promote positive communication across the organisation, constructive relationships and effective staff feedback methods

Attend meetings as required (you will need to be flexible in working hours)

Comply with the Council's Constitution and policies

Perform any other relevant activities decided by the Leadership Team commensurate with the role

OTHER

Commitment to equal opportunities

Adaptability

Ability to use political judgment and sensitivity
Flexible to demands of the post e.g. out of hours work; dealing with aggrieved and agitated people
Balanced approach to enforcement and business activities
Possession of a driving licence or means of travel
Innovative
Open minded to alternative forms of service delivery

Person Specification		
Strategic Lead - Enabling Healthy & Accessible Homes		
1	Knowledge	Essential/Desirable
	Relevant legal, regulatory and operational policies and frameworks	E
	Knowledge and understanding of the Better Care Fund and the wider context within which this sits	E
	Understanding of organisational structures within a two tier local authority area and appreciation of different political and democratic environments	E
	Understanding of of the role of prevention and opportunities for early intervention relevant to the work of this role	E
	Knowledge of the Lincolnshire Housing, Health & Care System, partnerships and priorities	D
	Understanding the links between housing, health and social care, particularly vulnerable groups and their challenges	E
	A demonstrable awareness and understanding of local and national government and the changing political agenda	E

2	Skills	Essential/Desirable
	Commitment to and evidence of delivering high quality services	E
	Good numerical and analytical skills, including the ability to understand and interpret both quantitative and qualitative data and information	E
	Excellent verbal & written communication and presentation skills articulating potentially contentious subjects with range of audiences	E
	Ability to build and maintain effective and supportive stakeholder relationships	E

	Ability to win the support of stakeholders, both internal and external; including senior managers and elected members, and local, regional and national partners to deliver outcomes	E
	Ability to inspire, lead and motivate others to collaborate to deliver against shared aspirations and objectives	E
	Ability to work effectively in a matrix approach – cross departmental and cross sector	
	Ability to create and maintain a culture where customers or clients are consulted and listened to, and are the focal point of decision making	E
	Ability to work under pressure, dealing with competing priorities/partners, and delivering to tight timescales	E
	Ability to apply and encourage innovative thinking and new ways of working to solve complex problems affecting community outcomes across a number of areas.	E
	Highly effective in the delivery of presentations in styles suitable to a range of audiences	E
	Ability to operate as a trusted representative and communicate effectively with communities to enable meaningful engagement and co-production	
	Experience of programme management	D
	Ability to work independently	E

3	Education and Training	Essential/Desirable
	Degree level education, or relevant experience	E
	A recognised relevant professional qualification and/or full membership of a relevant professional body	D
	Course and seminars to maintain/update knowledge	E

4	Experience	Essential/Desirable
	Experience of working with partner organisations in a system leadership role to enable change, new ways of working and continuous improvement	E
	Demonstrable experience of constructive cross sector working with a wide range of partner agencies to ensure high quality and value for money outcomes for communities	E
	Working in a multi-agency partnership setting, negotiating with partners to achieve positive outcomes	E

	Proven track record for using insight and evidence to influence and shape programmes of delivery and change	
	Proven track record of developing, implementing and monitoring outputs and outcomes for evidence based projects and programmes and addressing issues that may affect performance	E
	Experience of managing and reporting on budgets and other financial information	D
	Experience of coordinating and developing funding bids, using evidence to ensure outcomes advance strategic aspirations and priorities	E
	Experience of analysing and reporting on complex data from a range of sources to inform the development of strategies, programmes and projects	E
	Experience of analysing and translating national policy requirements at pace in order to enable local delivery	E
	Experience of interacting with partnership boards	D