### Argyll and Bute Council Comhairle Earra Gháidheal agus Bhóid

Executive Director: Douglas Hendry



Kilmory, Lochgilphead, PA31 8RT Tel: 01546 602127 Fax: 01546 604435 DX 599700 LOCHGILPHEAD 28 January 2022

## NOTICE OF MEETING

A meeting of the **APPOINTMENTS PANEL** will be held **BY MICROSOFT TEAMS** on **FRIDAY**, **4 FEBRUARY 2022** at **2:00 PM**, which you are requested to attend.

Douglas Hendry Executive Director

## BUSINESS

- 1. APOLOGIES FOR ABSENCE
- 2. DECLARATIONS OF INTEREST (IF ANY)

### 3. APPOINTMENT OF CHIEF OFFICER TO THE HSCP

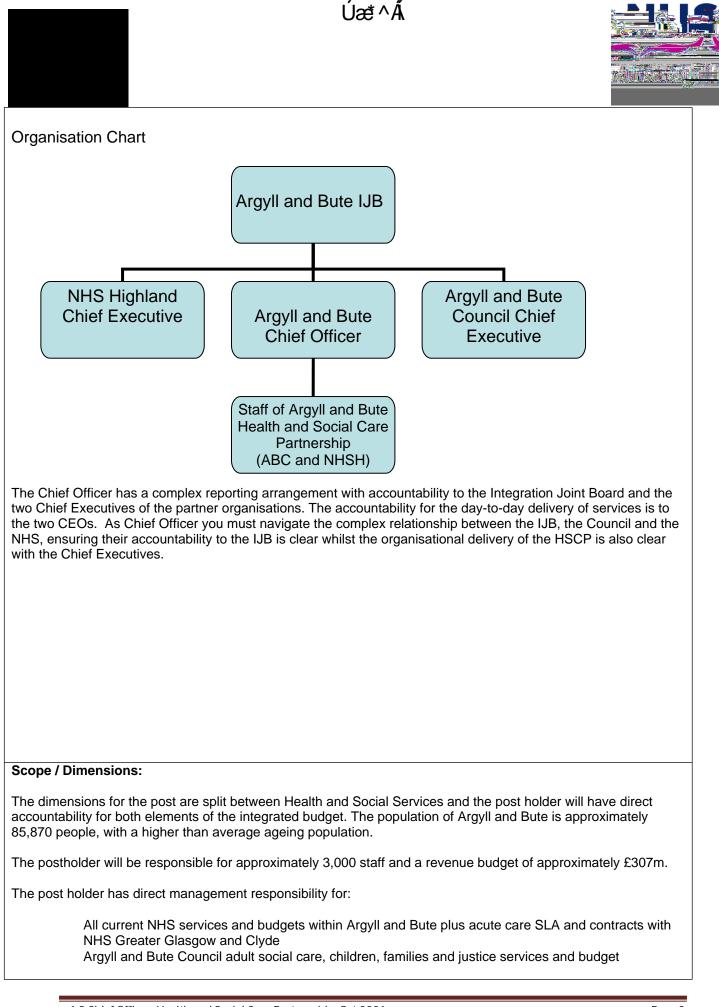
- (a) Job Description (Pages 3 14)
- E1 (b) Candidate Packs (Pages 15 46)

To interview candidates for the post of Chief Officer of the HSCP, and if so resolved, make an appointment.

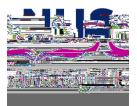
The Committee will be asked to pass a resolution in terms of Section 50(A)(4) of the Local Go

# **Appointments Panel**





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adhered to and robust arrangements are established.

Leading public involvement regarding locality planning.

Playing a key role in the corporate management and planning of both Board and Council to support Elected Members, NHS Non Executive Board members, Chief Executives and external partners through the provision of professional advice, guidance and information on the services provided and on any other matters as appropriate.

Leading change with key stakeholders to promote further joint working and to strengthen service alignment and governance arrangements between the Council and the NHS.

Representing the Council and the Board at local and national level in relation to the integration of health and social care in Scotland, influencing policy initiatives being developed by the Scottish Government, ensuring the Council and Board are fully aware of developments and have the information, professional advice and assistance necessary to make policy decisions.

#### Managing Services:

Continue to review all services within the Partnership with a view to identifying where integration, at a service level, would deliver better outcomes for people who use services and their carers.

Develop prioritised plans for the integration of identified services.

Oversee the partnership's commissioning strategy including ensuring quality in commissioned services.

Lead initiatives to ensure that via the Integration Joint Board, the Council and Board meet policy, finance and service targets, including delayed discharges, including, for example the development of a capacity plan for older people's services, and the delivery of the health inequalities agenda.

Prepare a Service Plan for each area of activity and develop a robust performance management approach incorporating standards, performance measures and targets and for all such activities measure service delivery, monitor their implementation and ensure continuous improvement.

Participate in the arrangements for Multi Agency Public Protection Arrangements (MAPPA) including national inspections.

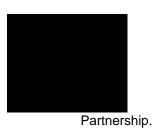
Lead as required the link role between relevant Inspection and Scrutiny Bodies ensuring that the IJB participates fully and uses inspection activity as part of its continuous improvement cycle.

Ensure the highest standards of corporate, clinical, financial, staff and public governance in delivering health and social care services while driving continuous improvement, achieving best value, reducing inequalities and responding to health and social care needs within Argyll and Bute.

Promote, and where necessary lead, the identification, development and implementation of service redesign projects creating new ways of working, organisational change or service change to meet the health and social care needs of the population within the financial resources delegated to the IJB.









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Person Specification:	
CRIT	ERIA: E = Essential D = Desirable
Education and / or professional qualifications	
E.1	Educated to degree level or equivalent in an appropriate discipline
E.2	Evidence of continuing, relevant, professional and personal development
E.3	Educated to Higher Degree level
D.1	Management Qualification
Experience	
E.1	Substantial senior leadership and management experience within a large, complex organisation in the public, voluntary or care sectors involving multi-disciplinary teams.
E.2	Experience of partnership working and delivering outcomes with other public sector agencies, voluntary and/or private sector organisations
E.3	Experience of managing significant financial resources including financial planning, monitoring, control and reporting
E.4	Experience of communicating complex issues effectively to a wide groups of stakeholders, operating effectively under pressure
E.5	Experience of working within political structures or at board level
E.6	Demonstrable track record of decision making and leading and delivering successful and innovative service change and improvement programmes and projects.
D.1	Experience of leading multiple specialist teams to achieve high standards of performance and deliver improvements together
Specific job-related knowledge	
	Knowledge, training and skills required to do the job
E.1	Detailed knowledge of national health and social care partnership legislation, strategic policy, operation, opportunity and challenges
E.2	Strong persuasive, influencing and inter-personal skills
E.3	Able to think and act strategically in the forward planning and development of corporate business objectives and policy





- E.4 A resilient and inspirational leader able to motivate others to form positive relationships at all levels and deliver continuous improvement and transformational change
- E.5 Skills and knowledge in managing organisational governance in a political environment
- D.1 Able to demonstrate sensitivity, integrity and sound ethical judgment
- D.2 Skills in mediation and the resolution of complex/controversial issues
- D.3 Clear analytical skills to allow the exploration, evaluation and interpretation of information and opinions and utilisation of management information systems

### Any additional job-related requirements

- E.1 The jobholder will be expected to travel efficiently and effectively between various work locations within Argyll and
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