Job Title: Drug and Alcohol Partnership Lead   
Grade: 14

Our Vision

A county where big ambitions, great connections and greener living give everyone the opportunity to prosper, be healthy and happy

Our Outcomes

Everyone in Staffordshire will:

* Have access to more good jobs and share the benefit of economic growth
* Be healthier and more independent for longer
* Feel safer, happier and more supported in their community

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

* Ambitious – We are ambitious for our communities and citizens
* Courageous – We recognise our challenges and are prepared to make   
  courageous decisions
* Empowering – We empower and support our people by giving them   
  the opportunity to do their jobs well.

About the Service

The adult’s public health function at Staffordshire County Council sits within the Health and Care Directorate. The team is responsible for oversight and delivery of the county’s public health responsibilities, spanning the three domains of public health:

▪ Health improvement

▪ Healthcare public health

▪ Health protection

The team provides specialist input, technical expertise and leadership for a range of programme areas, wherever possible working ‘upstream’ to prevent ill health and enable good health and wellbeing. The team strives to ensure high quality and evidence-based practice, with a focus on reducing health inequities and achieving the best possible health and wellbeing outcomes for Staffordshire residents.

**Drug and Alcohol System**

Staffordshire County Council is responsible for ensuring that support is provided for people with drug and alcohol problems in the county. We are working closely with Midlands Partnership University NHS Foundation Trust (MPFT), via a Section 75 (s75) agreement, to deliver and integrate drug and alcohol treatment alongside other services such as mental health, learning disability and adult social care – known as the Staffordshire Treatment and Recovery System (STaRS). This will ensure a more integrated and holistic approach and will make it easier for people to get the help they need.

**Role Purpose**

The role has two core responsibilities:

1 Leadership of the STaRS partnership

The Drug and Alcohol Partnership Lead will be a joint role between the two organisations, responsible for the strategic leadership of STaRS.  This includes providing line management for the Staffordshire Drug and Alcohol Service Manager at MPFT. The postholder will provide strategic leadership with operational oversight for the Staffordshire services, supporting the delivery of high-quality services that meet the expectations of service users.  This will be done alongside commissioners and partner agencies in line with the integrated approach to treatment in Staffordshire.  The role will be responsible for the performance, operational delivery and strategic development of the service and s75 within Staffordshire, including the integration of sub-contracted partners into a cohesive system.

This role will lead the work of the Partnership Board, including developing the appropriate governance arrangements with decision makers, working closely with commissioners, elected members, MPFT colleagues and partners to enable the provision of high-quality sustainable services that meet strategic, policy and transformation priorities.

The role will work closely with the MPFT Service Lead for Practice and Development supported by the MPFT Head of Operations, Head of Quality and Governance and the Head of Inclusion, reporting on performance and transformation objectives to the Specialist Care Group Management Team.

2 Leading the integration of STaRS with wider MPFT and SCC functions

Working with colleagues in SCC and MPFT, the post-holder will take lead responsibility for delivering the integration goals of the s75 partnership. This role will involving the development of excellent working relationships will colleagues across mental health, social care, learning disabilities, public health and similar functions delivered by the two organisations. Innovative solutions will be required to long-standing and engrained barriers to integrated working and so the postholder will need to be creative and persistent in co-producing new ways of working with a range of stakeholders.

Reporting Relationships

Responsible to:

* Formal line management will be with the Head of Operations at Inclusion, MPFT
* There will be an informal reporting relationship with the Lead Commissioner for Public Health Commissioning at SCC; and
* A further informal reporting relationship with the jointly held roles of Assistant Director for ASC and Safeguarding (SCC) and Director of ASC (MPFT)

Responsible for: Drug and Alcohol Service Manager at STARS and thereby indirectly responsible for the whole STARS team.

Key Accountabilities:

1. Strategic leadership for the STaRs partnership, ensuring high quality services deliver agreed outcomes for the appropriate number and characteristics of clients.
2. Co-produce solutions to overcome barriers to the integration of drug/alcohol services with wider MPFT and SCC functions – mental health, social care etc.
3. Lead, develop and implement strategies, complex service developments, improvement and change programmes in relation to the Drug and Alcohol service so that service users experience a joined up and effective service.
4. Lead service staff and the partnership to improve a range of outcomes for service users and their families.
5. Ensure service delivery focuses on evidence-based practice, keeping up-to-date with new and emerging evidence, policy and legislation, meeting statutory requirements and providing a safe and effective service for the s75 partnership.
6. Provide strategic leadership and proactively develop the s75 Partnership to establish and maintain robust governance, overseeing delivery against targets and ensure rigorous performance reporting arrangements.
7. Lead the creation of a multi-agency workforce development plan for the service to enable delivery of the new integrated Drug and Alcohol service model.
8. Lead on the development of guidance, policies and procedures for the integrated Drug and Alcohol service. To embed strengths-based working across the Drug and Alcohol service and influence and inform the partners who help to implement the model.
9. Lead on the development of efficient and integrated processes to enable service users to access the right services at the right time.
10. Drive efficiency and performance via a healthy culture of continuous improvement based on local insight and data.
11. Lead the development and delivery of an integrated Drugs and Alcohol digital offer, working with services and their families and partners to ensure that this is actively promoted and accessible, meeting their needs.
12. Co-produce and ensure the active participation of service users in service design, delivery, and building in processes for regular review to inform continuous improvements.
13. Oversee, monitor and resolve any project planning issues and risks where possible to ensure smooth running and successful outcomes.
14. Work and manage within budget and change programme timeframes and work closely with core support functions (Human Resources, TSU, Finance, Communications, OD, Commercial, Legal etc.) to gain effective support for developments and changes to ensure their success.
15. Advocate compliance with the requirements of all Staffordshire County Council and MPFT policies/procedures, and actively promoting equal opportunities to ensure that a safe and effective service is delivered by the s75 partnership.

**Professional Accountabilities:**

The post holder is required to contribute to the achievement of the Council objectives through:

**Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

**People Management**

Engaging with People Management policies and processes.

**Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

**Climate Change**

Delivering energy conservation practices in line with the Council’s climate change strategy.

**Health and Safety**

Ensuring a work environment that protects people’s health and safety and that promotes welfare, and which is in accordance with the Council’s Health & Safety policy.

**Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

Person Specification A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

|  |  |  |
| --- | --- | --- |
| Minimum Criteria for Disability Confident  Scheme \* | Criteria | Measured by |
| employer_small | **Qualifications/Professional membership**   * Educated to degree level (or equivalent) or relevant experience within Public Health, Adult Social care, Drugs and Alcohol services or a related field. * Management qualification or equivalent experience * Evidence of substantial continuous professional development. | A  A/I  A |
| employer_small  employer_small  employer_small  employer_small  employer_small | **Knowledge and Experience**   * Significant knowledge and experience of the strategic development of programmes/services for Public Health and/or Adult Social Care and/or Drugs and Alcohol services. * Extensive experience of delivering effective services in a multiagency environment. * Extensive proven experience of leading complex transformational change. * Demonstrable knowledge and understanding of the main issues affecting the service area including horizon scanning of potential challenges and/or opportunities. * Significant knowledge of the principles and practice of:   + effective people management.   + customer service.   + appropriate risk management   + effective budget management. * Demonstrable knowledge of the evidence base for tackling inequalities and inclusion in health, targeting approaches to those most at risk of poor outcomes. * Substantial knowledge of the national agenda, legislation, and policies in relation to public health, substance misuse, multiple disadvantages, vulnerability, safeguarding and strengths-based practice. * Can demonstrate evidence of implementing innovative solutions designed to improve services with partners within tight financial constraints. | A/I  A/I  A/I  A  A/I  A/I  A |
| employer_small  employer_small  employer_small  employer_small  employer_small | **Skills**   * Ability to advocate for the empowerment of service users and to promote anti discriminatory practice. * Demonstrable ability to galvanise action and drive multiagency groups toward key outcomes, by providing a positive example by working efficiently, identifying opportunities, and taking action to deal with emerging issues, whilst developing options to mitigate these issues. * Confident to devise and implement operational plans, including service change and improvements, with the ability to ensure staff are deployed efficiently and effectively in line with customers’ needs, mindful of changing priorities and performance levels. * Highly organised with a logical approach to problem solving, with the ability to prioritise and meet demanding deadlines with conflicting priorities to achieve sustainable solutions. * High level of interpersonal, written and oral communication and listening skills, with the ability to work with staff and partners at all levels. * Able to work flexibly, with a high level of autonomy and as part of a team. * Ability to understand, evaluate and communicate complex information and policies, to a variety of audiences. * Ability to maintain accurate records for financial control and audit requirements. * Efficient project management skills.   This post is designated as a casual car user. | A  A/I  A  A  A/I  A  A/I  A |

employer_small If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job Centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting

Talent & Resourcing Team 01785 278300

**Shared Services on 01905 947446**