

JOB DESCRIPTION

Job Title	Principal Occupational Therapist		
Service	Adults & Health Operations		
Reporting to	Service Director Adult Social Care Operations		
Grade	6		
Evaluation ref:	NOM0358	Job Family ref:	
Role Purpose			
As the Principal Occupational Therapist for Adult's the postholder will be the strategic professional lead for the development of occupational therapy practice across the Adult Social Care Service with responsibility for supporting and advising on the quality of practice, including the development of audit tools and for providing challenge and support to practitioners, managers, and elected members, to ensure optimum conditions for high quality occupational therapy practice. The postholder will provide a vital link between frontline staff and the Senior Leadership Team to ensure strategic and operational business are linked and that safe practice and continuous improvement are ensured and to ensure the views and experiences of adults, their families and carers, informs occupational therapy practice and service development. This postholder will have the strategic Adult Social Care lead for the development and delivery of Somerset Independent Living Centres across Somerset. They will have a focus on prevention and enabling provision ensuring this is fully embedded within a Neighbourhood approach in line with the ASC strategy and promoting independence.			
Accountabilities			
Operational Delivery • Provide clarity, management, and motivation in delivering the County Plan and other Council transformation programmes as required. • Deliver major projects and resolve complex casework where required by the Director. • Demonstrate a focus on continuous improvement by interpreting national policy directives and translating them into plans at a local level as well as keeping abreast of best practice within and outside the organisation. • Deliver strategies, policy and process to ensure occupational therapy drives prevention and independence for Somerset residents Service Planning and delivery • Promote and take part in developing occupational therapy knowledge and research in and outside the organisation, promoting evidence-based practice and working in partnership so that practice and organisational developments reflect the needs of frontline practice. • Collaborate with the Principal Social Worker to support and provide expert advice			

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to managers in the organisation and elected members regarding professional guidance and local and national policies as they relate to adult services, including compiling and presenting cabinet and advisory panel papers.

- Lead and influence strategic decision making across the organisation, using knowledge and skills to inform the wider functions of the organisation and Somerset System.

Strategic Development

- Advise Members and Directors in respect of operational planning and commissioning, policy matters and service delivery issues and engage with partners in the promotion, communication and delivery of services.

Subject Matter Expert

- Determine or support the determination of the strategic direction of SC and partners agencies in relation to their specialist expertise.
- Lead and influence strategic decision making across the organisation, using knowledge and skills to inform the wider functions of an organisation, beyond Occupational Therapy and 'social care' boundaries.
- Participate in national and regional professional networks, attending national and regional forum meetings, in order to:
 - exchange knowledge, resources and information about Adult Social Care developments and best practice
 - develop the Principal Occupational Therapist leadership role
 - contribute to the development of national policy and expectations about high quality practice.
 - liaise closely with Higher Education providers to support workforce planning.

Financial/Budget Management

- Contribute to the service response to the Medium-Term Financial Strategy, reshaping services where appropriate to enhance outcomes within the agreed financial envelope.

Performance Frameworks

- Create, monitor and review frameworks of performance measures and quality standards to be applied in the delivery of services in their area of expertise.
- Shape and lead the implementation of the regular auditing of practice to ensure that it meets both national and local requirements.

Stakeholder engagement

- Partnership working with providers and strategic partners forms a significant component of this role; engages with partners regarding the operation and effectiveness of statutory social care services. These relationships will involve negotiating, advising, quality assurance and information exchange at Director and CEO to drive service improvement and explore and develop integrated services.
- Works strategically with communities, local primary and secondary health services and other partner agencies to develop capacity for the delivery of

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seamless and integrated services to service users and carers, that promote better outcomes for individuals.

- Establish and make use of the networks that provide direct access to users and carers in order to receive and consider feedback on services and establish the basis and means for the practice of co-production. There is a need to demonstrate professional knowledge in order to achieve credibility, but not at the expense of causing service users and carers to feel intimidated or alienated by “expert” knowledge.
- Develops and maintains strong professional networks and engages with partner agencies, Public Health, the NHS, suppliers and contractors, voluntary and independent providers, whose activities complement the organisation’s objectives in service provision, to promote, communicate and deliver community services. Ensures continuity of services and fosters their input into the development of new service delivery models where applicable.
- Act as expert adviser/organisational representative on social care provision in community settings, gives talks or presentations to staff both within and outside the organisation, as well as service users, carers and members of the public.

Organisational or Service specific delivery

- Support the Director of Adult Social Care in the delivery of statutory social care services. Providing advice and guidance as required on the discharging of these functions.
- Manage major programmes within their area of expertise or where their specialism is predominant.
- Promote and take part in developing occupational therapy knowledge and research in and outside the organisation, promoting evidence-based practice and working in partnership so that practice and organisational developments reflect the needs of front-line practice.

Knowledge / Experience / Qualifications / Skills

	Essential	Desirable
Knowledge		
In-depth knowledge of Adult Social Care legislation, policy and strategic commissioning frameworks, including national policy and best practice developments.	X	
Strong understanding of occupational therapy practice, evidence-based approaches, and performance/quality assurance frameworks.	X	
Awareness of national, regional and local system developments influencing integrated health and social care services.		X
Knowledge of equality, diversity and community engagement principles in service design and commissioning.		X

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Awareness of national, regional and local system developments influencing integrated health and social care services.		X
Experience		
Significant experience of operating at a senior level in Adult Social Care, including leading strategic development, service planning and transformation.	X	
Proven experience of influencing Members, Directors and senior stakeholders on complex policy and service delivery issues.	X	
Demonstrable experience of partnership working and leading multi-agency initiatives to improve outcomes.	X	
Experience of managing major programmes/projects and contributing to financial strategy or service redesign.		X
Experience of workforce development, including coaching, mentoring and developing professional practice.		X
Qualifications/Registrations/Certifications		
Registered Occupational Therapist with HCPC.	X	
Postgraduate or leadership/management qualification relevant to health or social care.		X
Skills		
Strong strategic leadership and decision-making skills, with the ability to translate national policy into local delivery.	X	
Excellent communication and influencing skills, including the ability to present complex issues clearly to senior stakeholders and partners.	X	
Ability to lead continuous improvement, performance management and quality assurance activity.	X	
Advanced stakeholder engagement and negotiation skills across organisational boundaries, including health and partner agencies.		X
Ability to build and maintain professional networks to influence service development and best practice.		X
Working Conditions		
Dimensions of the role		
Directly Manages 2-4 service managers for SILC.		
Manage at least two Learning and Development staff - Staff Development Officers and Advanced Practitioners		

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Alongside the Principal Social Worker ensures the effective commissioning and delivery of high-quality training and development that achieves quality standards, is focussed on the changes needed to embed excellent occupational therapy practices and to ensure there is a culture of ongoing professional learning and development.

Works closely with the Adults Principal Social Worker regarding the effective commissioning of L&D activity and the development of best practice. Maintains close working relationships with Children's Social Care L&D and Principal Practice Leads to capitalise on opportunities for joint commissioning and share best practice.

Through their Strategic role contribute to the effective spend of the overall Adults and Health budget of £190 million.

Working Arrangements

Corporate Accountabilities

- Provide clear leadership to deliver the Council's strategic priorities and meet the Council's financial targets, as a member of the Directorates Senior Leadership Team.
- Update and advise Elected Members in respect of operational and policy issues in relation to the Adults & Health Operations Services teams.
- Lead Adults & Health Operations teams with a clear identity in terms of flexible and responsive ways of working, inclusive and diverse culture, and high level of employee engagement and wellbeing.
- Undertake representational and communication duties on behalf of the Council to promote and protect the Council's interests in matters concerning their specialist areas.
- Function as an ambassador for the Council promoting, both internally and externally, the Council's vision, strategic aims, and values.
- Value the diversity of Somerset's communities ensuring equality of access and treatment in service delivery and employment.
- Function as a role model for Somerset's vision and values. Promotes a culture of continuous improvement that encourages creativity and innovation to ensure services are efficient and develop the potential and flexibility across the Council and its workforce including the motivation and development of employees within the Adults & Health Operations service teams.
- Ensure that all service place a high value on customer responsiveness by demonstrating a commitment to meeting and involving the broadest range of direct and indirect service users, citizens, customer, and communities.
- Support the delivery of the Council's key strategic aims and objectives ensuring understanding and commitment from staff from across the Adults & Health Operations service.
- Keep abreast of specific statutory or regulatory duties contained within the role to ensure any challenges and opportunities in the delivery of services are

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responsive, compliant, and well communicated to customers, communities, and business as appropriate.

- Support Corporate and Directorate specific transformational change programmes with the aim of maximising efficiency, modernising services, and achieving better outcomes and opportunities for service users and customers.
- Ensure flexibility in reacting to the needs of the Council, its' customers and partners supporting a culture of continuous improvement.
- Ensure compliance with all relevant legislation, the Council's standards of conduct, organisational policy, and professional codes of conduct to uphold standards of best practise.
- Accountable for compliance with all relevant health and safety legislation and Somerset Council H&S policies.

Date: