**Job description for Leadership Fellow – Social Care Integration**

DBTH Directorate – HR

Department: Leadership

Responsible to: Head of Leadership

Qualifications and/or experience: Registered healthcare professional licenced to practice in England.

First level degree.

Length of post: 1 year

Contracted hours: 37.5 hours

**1. Rationale for the post**

Aims:

• To develop a Social Care (SC) Faculty to support integration between SC and the Integrated Care System (ICS), over a 12 month period, bridging gaps and inequalities exposed during Covid-19

• Aim of the Faculty - to address key priorities that will include Equality, Diversity and Inclusion(ED&I); recruit young people, NEETS and BAME; training supported by our anchor institutions; to implement support programmes/build communities of practice integrating H&SC (eg ECHO); respond to the People Plan ‘growing the future’

• Provide professional development opportunities, whilst networking contacts, flexible exploratory scoping within a complex system at a strategic level, allow their own vision to translating current strategies and priorities

Objectives:

* Develop an evaluation tool to understand the issues and barriers
* Identify an inclusion model to include training/engagement/recruitment/development opportunities for social care
* Demonstrate professional development and learning

This post will be working with stakeholders throughout South Yorkshire and Bassetlaw within the integrated care System and will include partners from:

* Local Authority (social care)
* CCG’s
* Hospices
* NHS Trusts – primary and secondary care
* Private, voluntary & independent sectors

A project steering group will include members from each of the stakeholders and other co-opted specialists and will ensure the direction of the project is maintained, support the leadership fellow as a group, and on an individual basis. They will ensure the project delivers the outcomes as set out in the project timeline and the personal and professional growth expected of a leadership fellow.

The post holder will be developing a sustainable model to improve integration of social care into the ICS using the Equality, Diversity and Inclusion agenda and address systemwide solutions to recruitment, training, within our local communities.

**2. General Information**

This Leadership Fellowship post will enable the holder to develop skills in leadership, management and research/project work.

The Fellow will network and collaborate with other Leadership Fellows within the region by attending the regular Yorkshire and the Humber Leadership Fellow’s network days.

The Fellow will liaise with the SYB ICS workforce hub and other groups working on similar projects nationally.

**3. Project Outline**

Covid-19 has placed greater strain on the workforce in the SC sector and without positive action this will not improve. The project will address a fundamental lack of social care integration within the ICS. Key priorities being Equality, Diversity and Inclusion(ED&I); recruitment (e.g. NEETS & BAME); training; building communities of practice; integrating H&SC and ‘*growing the future’ (People Plan).*  South Yorkshire and Bassetlaw (SYB) ICS is predominantly health based with a strategic level recognition that SC needs to see a substantial growth of inclusion. This has been further highlighted throughout the Covid-19 pandemic (*www.kingsfund.org.uk/press/press-releases/respond-NHS-people-plan-2020-2021*).

This project allows an exploration of nationally recognised health inequalities. The People Plan highlights the need to support social care partners. The post-holder will identify the extent of SC integration and seek to find solutions that improve the recruitment of a more varied workforce; access to placements; raising the profile; increasing the value of social care exposure for both our future workforce and expansion targets. It will provide compassionate leadership development opportunities and we anticipate that the project outputs will allow a stabilisation of the workforce, localised recruitment and retention, positively impacting on unemployment and will improve mental health of patients.

This FLP position will enable systems thinking by aligning the ICS strategic priorities. This complex ambitious plan requires a future leader to incorporate reflective practice, recognise their learning and growth, ability to follow process mapping, data capture, strong leadership skills and presentation of facts that influence the continuous quality improvements within the system.

The uniqueness of working outside health, into social care requires a visionary individual who can maximise skills necessary to lead this complex project. The multifaceted nature and variety of organisations will prove invaluable to the FLP.

The fellow will be encouraged to challenge any preconceptions and progress the project in a way that offers flexibility and vision, whilst providing growth and insight, improved communication and diversity of thought, positively increasing confidence.

* Supervisory commitment/mentorship -2 ex-Leadership Fellows/Director of Social Care (CIC)/ Head of Leadership (acute Trust)
* Mentor and shadow from - Workforce Transformation Lead/Workforce Programme Director/ Director of NHS Employers
* Inclusion - meetings, networks, system level management to support decision making
* Encouraged to partake in any FLP programmes/study and activity with access to learning opportunities identified as supplementary to the HEE courses offered

**4. Duties of the posts**

a. Leadership

The Fellow will be expected to develop and demonstrate leadership qualities during the course of the post. Mentored by an experienced medical leader and senior nurse the Fellow will develop an understanding of the Medical Leadership Competency Framework and demonstrate key leadership attributes in the course of designing and delivering their projects.

The Fellow will be encouraged to develop their project and bring in appropriate work-streams if they align with the overall project and are agreed by the steering group.

b. Professional development

The Fellow will be supported in their leadership development by effective and relevant mentorship. Specific professional development outcomes for these posts will be agreed at initial appraisal.

**5. Salary and location**

Equivalent to Agenda for Change Band 7 or ST3+

The post is based at Doncaster and Bassetlaw Teaching Hospital NHS FT and will involve travel between organisations and across the region.

Termination of appointment will require one month's notice on either side.

**6. Annual leave**

The post holder will be entitled to annual leave as outlined in the Agenda for Change terms and conditions (up to a maximum of 43 days inclusive of bank holidays).

**7. Medical clearance**

The post holder will need OH clearance to undertake clinical duties in line with the project requirements.

**8. Criminal Record Bureau (CRB)**

CRB check is required.

**9. Qualifications and experience**

See person specification attached.