Chief Officer

Candidate Information Pack
Welcome

Aberdeen is an exciting place to live, work and visit and it’s a very exciting time to join the Aberdeen City Health and Social Care Partnership. We are a caring partnership – seeking to work together to deliver the best possible outcomes for the people of Aberdeen. And we are an ambitious IJB as well – striving to improve our services, innovate and transform the way health and care is delivered in this city. We have set out our first Strategic plan and developed a significant transformation programme which aims to shift the balance of care and support our strategy of enabling people to be independent, have good health and wellbeing and be supported, when they need it, as close to home as possible.

We’ve made real improvement since coming into being as an organisation in 2016 and want to continue that journey, empowering our staff, teams and partner organisations toward excellence.

We are looking for a Chief Officer who can share our vision and ambition for the Partnership and who will maintain the momentum built around our transformation programme and in developing the culture and people in our organisation.

If this sounds like the sort of challenge you’re looking for, please read on; we very much look forward to receiving your application.

Jonathan Passmore
Chair, Aberdeen City Integration Joint Board

The Chief Officer
Aberdeen City Health & Social Care Partnership
www.aberdeencityhscp.scot
About Aberdeen

Aberdeen lies at the heart of a region recognised for its quality of life. It’s a city which effortlessly combines the benefits of metropolitan life with a range of sporting activities and outdoor pursuits as well as easy access to the stunning scenery of Royal Deeside and the beautiful North East coast.

Arts and Culture

Along with a fantastic range of first class shops, hotels and restaurants, the city has a varied cultural scene, so you’re sure to find something to interest you. We have an exciting calendar of events throughout the year including our award winning festival of light ‘Spectra’; street art festival ‘Nuart’; and ‘TrueNorth’ music festival – to name a few! Find out more here. His Majesty’s Theatre and the Music Hall attract a range of West End shows and famous names and our art gallery and museums hold some of the finest collections in Scotland.

Sports and the Outdoors

If you enjoy sports and the great outdoors, there are a number of sporting facilities within the city, including Aberdeen Sports Village, Beach Leisure Centre, Transition Extreme and Aberdeen Snowsports Centre. And if golf’s your game, there are a great variety of golf courses both within and around the city.

Our parks and gardens are second to none and if you venture further afield, you’ll find we’re an easy drive to the Cairngorm Mountains for walking or skiing, while Royal Deeside, the North East coast and whisky and castle trails are just as accessible.
Schools and Universities

Aberdeen has an excellent range of educational facilities from nursery, primary and secondary schools to further and higher education institutions.

We are proud to offer two of Scotland's most successful and well-respected universities. The University of Aberdeen is Scotland's third oldest university. It is located in the picturesque and historic area of Old Aberdeen and attracts students from around the world, whilst the Robert Gordon University is described as modern and dynamic and is consistently ranked amongst the UK's top universities. North East Scotland College, one of Scotland’s largest and most successful colleges is a key partner in completing our top-class city offering.

Living in Aberdeen

We have a variety of housing options within the city centre, suburbs and rural areas with a choice of properties ranging from traditional granite flats and townhouses to new-build properties or unique cottages and farm steadings. For more information, please visit www.aspc.co.uk

Transport

Aberdeen is fortunate to have an excellent transport network as well as a high standard of accessible public transport services across the city and to the surrounding areas of Aberdeenshire. The city is also well served by frequent bus and train links south to Edinburgh, Glasgow and beyond, as well as north to Inverness and the Highlands. Aberdeen International Airport is just a 15-minute drive from the city centre and offers extensive domestic and international flights.
Health

We're proud to offer first rate healthcare provision – within Foresterhill, Europe's largest Health Campus; NHS Grampian’s largest hospital, Aberdeen Royal Infirmary; a new Emergency Care Centre; the state-of-the-art Royal Aberdeen Children's Hospital; Aberdeen Maternity Hospital and the University of Aberdeen’s School of Medicine and Dentistry.
Aberdeen City Health & Social Care Partnership

ACHSCP and the IJB came into being as a result of the Public Bodies (Joint Working)(Scotland) Act of 2014. Under this key public-sector reform, health and care services for adults are integrated in support of more seamless services to drive a shift in the balance of care toward community settings.

Our Vision

“We are a caring partnership working together with our communities to enable people to achieve fulfilling, healthier lives and wellbeing”

Our Values

Caring   Enabling   Person Centred

Our Priorities

Aberdeen’s overall health profile is better than the Scottish National average, however we know that within the city people are living for longer, with more complex health & care needs. We also recognise that across the city there are significant differences in health & wellbeing. To address these challenges and achieve our desired outcomes, we keep our strategic priorities at the heart of everything we do. Read our strategic plan to find out more.
The Integration Joint Board (IJB)

The IJB is a board of governance and strategy and is made up voting and non-voting members. The voting members are four elected members from Aberdeen City Council and four NHS executive/non-executive directors. Non-voting members include: carer and service-user representatives; the Chief Social Work Officer; nursing and secondary care representatives; staff-side representatives and colleagues from the 3rd sector.

IJB’s Responsibilities

The IJB is responsible for developing and implementing a strategic plan which sets out how it will deliver the full range of services, delegated from both the NHS and ACC, to the people of Aberdeen. Additionally, it is responsible for ensuring services are delivered in a safe and effective manner and it publishes an annual Performance Report which sets out how we’re achieving against the nine national Health and Care Outcomes.

The Chief Officer & the IJB

The Chief Officer to the IJB leads the Executive Team and the Health and Care Partnership in delivering the IJB’s vision and plan and has operational responsibility, under delegations from NHS Grampian and Aberdeen City Council, for the staff and teams for delegated services.
Transformation Programme

The IJB has set out its ambitions for change in its transformation programme. There are six significant areas for change (big ticket items) and a robust programme management and governance structure is in place to support us to deliver our ambitions.

The six big ticket items are supported by a portfolio of projects – you can find some examples from our website by clicking the links below:

- **INCA** – an Aberdonian take of a Dutch model of community nursing and care at home
- **Community Link Working** -helping individuals access appropriate, person-centred well-being support
- **West Visits** – a new daytime urgent afternoon home visiting service for patients in the West Locality

The IJB recognises that this is a wide-ranging programme and the Chief Officer and Executive Team are supported by an operational management structure and a transformation team which links to our senior operational management teams to support implementation.

**The Chief Officer**
Aberdeen City Health & Social Care Partnership
[www.aberdeencityhscp.scot](http://www.aberdeencityhscp.scot)
Locality Working

A key requirement of the underpinning legislation is that partnerships focus on delivery at a local level. In order to do this, we have created four localities in Aberdeen City. These will enable us to engage with communities and neighbourhoods in the planning and delivery of services and help us in our ambitions to tackle and reduce health inequalities. In addition to working with people at a community level, these are an important platform for our work in partnership with our staff, contractors such as GPs and with our 3rd and independent sector providers. The four Heads of Locality are in place and we plan to move to operational delivery at locality level in the near future.

To find out more about our localities, including a profile of each locality and the localities plans, visit the 'our delivery' pages of the website.
The Role

The Chief Officer will provide a single point of overall strategic and operational leadership for the Aberdeen City Health and Social Care Partnership including lead responsibility for delivery of the services agreed by the IJB as defined within the Strategic Plan, as well as the management of the integrated budget for those services.

The Chief Officer will lead on the improvement of those services to achieve the best health and social care outcomes for patients, people who use services and carers within the Aberdeen City Partnership area.

For further information about the role, please see the job profile.

Salary
The salary range for the role is as follows:

- **Aberdeen City Council**: £99,650
- **NHS Grampian**: £87,840 – £119,718

There are two salary scales attached to the role because the Aberdeen City Integration Joint Board uses the pay and grading structures of its two partner organisations; Aberdeen City Council and NHS Grampian to assess pay, each of which has a different pay and grading scheme.

Accordingly, it has been determined that if the successful candidate comes from either a health or local government background and has continuous service, they will be appointed on their respective organisation’s terms and conditions of employment and the identified salary grade / point for that organisation.

If the successful candidate does not come from either health or local Government, they may choose which organisation will be the employer and the salary grade/point and terms and conditions of that employer will apply.
How to Apply

We hope that you have found the information in this pack useful and informative and that we have inspired you to make your application.

To apply, please go to: www.aberdeencity.gov.uk/jobs.

If you would like to discuss the role, please contact:

**Angela Scott,**
Chief Executive, Aberdeen City Council
anscott@aberdeencity.gov.uk 01224 522500

**Amanda Croft,**
Acting Chief Executive, NHS Grampian
amanda.croft@nhs.net 01224 558642

Selection Timetable

- **Closing Date:** 5pm Friday 11th May 2018
- **Shortlisting:** w/c 14th May 2018
- **Assessment Centre:** 31st May 2018
- **Appointment Panel Interview:** 1st June 2018
Supporting Information

For further information about working with the Aberdeen City Health and Social Care Partnership, please see the following documents:

- **Strategic plan**
- **Integration Scheme**
- **Annual Report**
- **Transformation Plan**

More information can be found on our website and our 'Guide to Information' is a good starting point.