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# Leading with purpose, delivering with compassion

Head of Social Care (Adults and Older People)

£120,042 - £124,823

**Recruitment pack – Ref FCR 4145**

For an informal discussion or to find out more, please contact  
Director of Health and Social Care, Soumen Sengupta on 01698 453700



# About us

**South Lanarkshire is the fifth largest council in Scotland. Home to a population of around 334,030 and covering 180,000 hectares stretching from Glasgow to the Borders, South Lanarkshire thrives upon a mix of urban and rural communities.**

Our Council Plan, Connect seeks to support all who live and work here – from the youngest to the oldest – through six key outcomes. It also outlines our vision and priorities to improve, sustain and enhance what matters most to our communities. Education, housing, sustainability, economic development, tackling deprivation and poverty, and looking after our most vulnerable.

This vision also strives to make South Lanarkshire one of the strongest and most dynamic economies in Scotland, where businesses, communities and residents can prosper and achieve their full potential.

Despite the pressures facing local government today, we continue to commit to significant capital investment in education, social housing, roads and care for the elderly.

As a key partner in the Glasgow City Region City Deal, a £1.13 billion initiative focused on investing in infrastructure and economic development assets, we are committed to supporting and developing our business base and key sectors.

Working through the South Lanarkshire University Health and Social Care Partnership, the council has taken the opportunity to develop new strategic approaches to our care for the elderly, working with our NHS partners to provide the support current and future generations will need.

South Lanarkshire is also a listening council. Our membership of the Community Planning Partnership allows us to engage with parties across the spectrum of services and with those who use them.

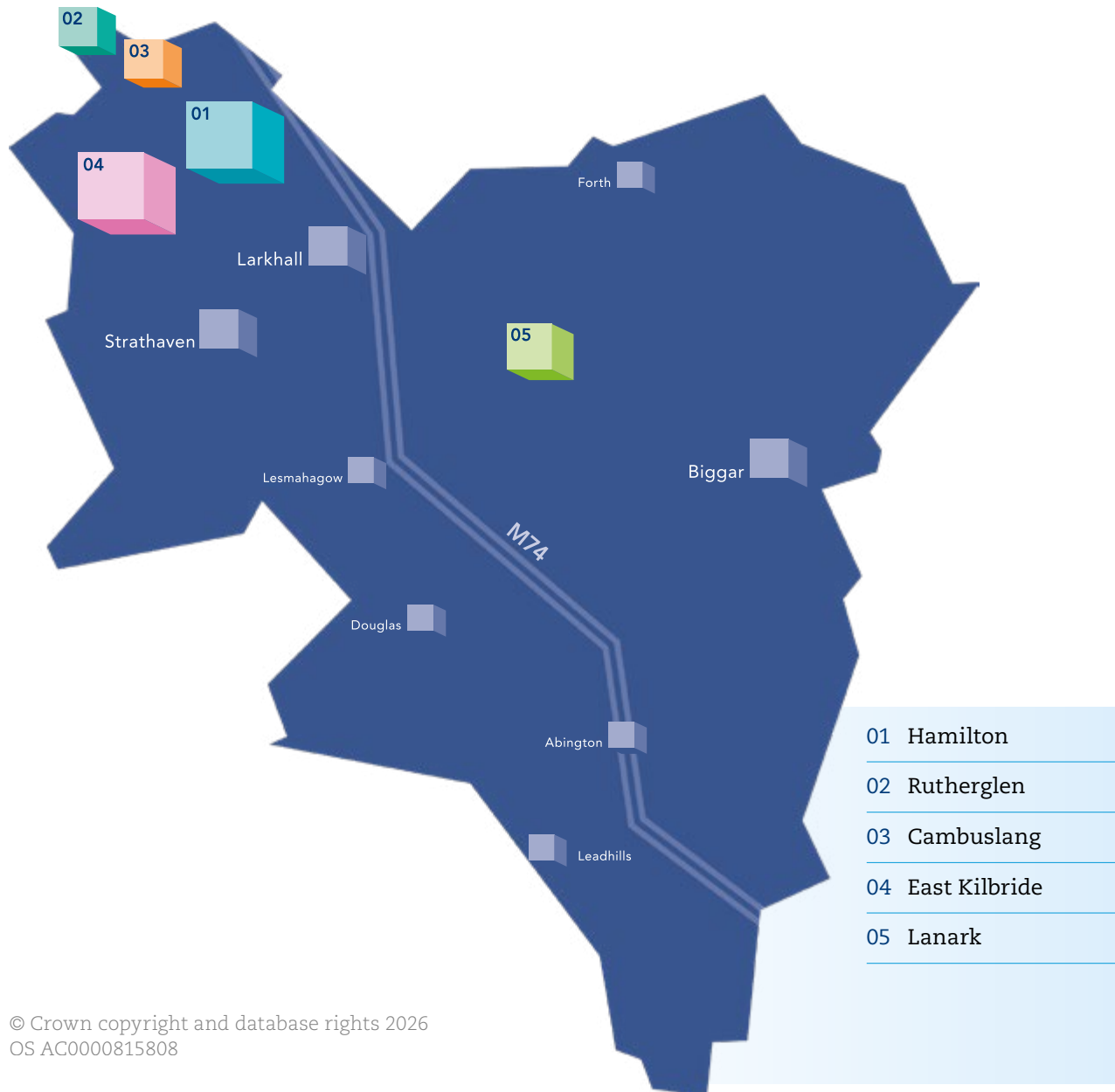
Here in South Lanarkshire citizens enjoy an excellent quality of life. Green spaces, cultural opportunities, enviable transport links and affordable housing make this an attractive place to live, work and bring up family.

The foundations have been solidly laid to enable us to continue to promote South Lanarkshire on a local, national and international stage, whilst ensuring our people can, and will, prosper.



ambitious, self-aware and improving • fair, open, sustainable • excellent employer

# About the area



## Key facts

Total population of South Lanarkshire

**334,030**

(2024 mid-year estimate)

Percentage of population under 16

**16.8%**

(mid-year estimate 2024)

Percentage of population aged 16 to 64

**62.3%**

(mid-year estimate 2024)

Unemployment rate

**2.6%**

(February 2026 provisional figure)



focused on people • respecting others • accountable, effective, efficient, transparent

# About South Lanarkshire University Health and Social Care Partnership

**Our principal aim is to improve the health and wellbeing of the people in South Lanarkshire. To make this happen, we are ensuring that the expertise and resources of health and social care services are combined, shared, co-ordinated and plans are made jointly – with the person at the centre of our collective efforts. Key partners also include the third sector, the independent care sector, unpaid carers and a range of stakeholders – including people at the very heart of our communities. Our vision is working together to improve health and wellbeing in the community, with the community.**

The breadth of services which South Lanarkshire University Health and Social Care Partnership is responsible for in terms of planning and commissioning is significant. These services not only cover all adult and social care community-based health services (including children's health services) but include elements of adult hospital care.

South Lanarkshire University Health and Social Care Partnership (South Lanarkshire University HSCP) supports the operational delivery of community-based health and social care services for adults and older people on behalf of the South Lanarkshire IJB; which has responsibility for the strategic direction of the delivery of health and social care for adults and older people in South Lanarkshire.

Staff deliver statutory services under a range of legislation including the Social Care (Self-directed Support) (Scotland) Act 2013, Adult Support and Protection (Scotland) Act 2007, Mental Health (Care and Treatment) (Scotland) Act 2003 and Adults with Incapacity (Scotland) Act 2000. Identifying assessed needs and planning support to meet those needs is undertaken collaboratively with adults, carers, and other partners, enabling people to have choice and control over their care.

The IJB's intermediate care approach provides reablement and rehabilitation support both within the Blantyre Life Care Campus and at home with integrated support from the Home Assessment Teams.

## **Our Strategic Goals**

### **Nurture**

We will support more children to reach their milestones

### **Flow**

We will shift the balance of care from acute to community services, including reducing delayed discharge

### **Recovery**

We will reduce harm from substance misuse and reduce drug related deaths

### **Access**

We will improve the accessibility and range of primary care services

### **Protect**

We will strengthen our public protection arrangements to help keep vulnerable children and adults safe from harm

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# Head of Social Care (Adults and Older People)

**This is a rare opportunity to join the leadership team at one of Scotland's biggest and most progressive local authorities. South Lanarkshire Council is an ambitious, high performing organisation with a clear vision and programme of action which is designed to improve the lives and life prospects of everyone in South Lanarkshire.**

**In South Lanarkshire University Health and Social Care Partnership we are committed to delivering personalised services which focus on positive outcomes and places service users, relatives and carers at the centre of the process.**

We require an exceptional Head of Social Care to continue our commitment to transform and develop services to meet the current and future needs, expectations and preferences of our adult and older people.

We would welcome applications from high calibre individuals who can communicate a clear vision for the future, deliver results and set high quality standards.

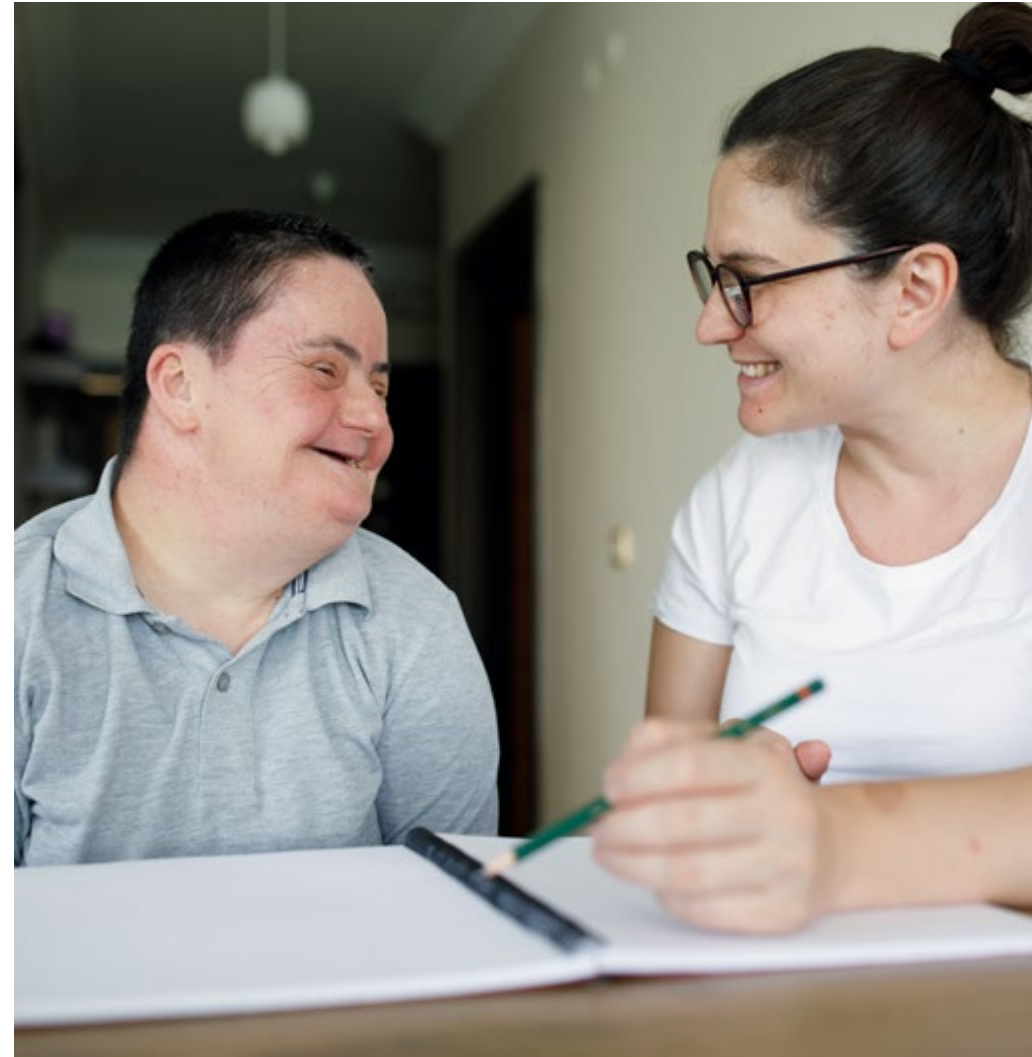
A degree in Social Work is essential and a degree level qualification in management would be preferred. The successful applicant must be registered or gain registration with SSSC prior to taking up post and must hold or be working towards a Postgraduate Diploma in CSWO.

In addition to a challenging role with plenty of scope to make an impact and advance your achievements, we can promise you an excellent benefits package that includes a career average pension scheme, generous annual leave entitlement and flexible working initiatives.

This post has been politically restricted in terms of the Local Government and Housing Act 1989 and Local Government Officers (Political Restrictions) Regulation 1990.

This post is excepted in terms of the Rehabilitation of Offenders Scotland Act 2020.

The successful candidate will be subject to PVG scheme membership provided by Disclosure Scotland as this post is considered a Regulated Role, in respect of the Disclosure Scotland Act 2020. Therefore, it is an offence to apply if you are barred from working with children and adults.



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# Job profile

**Reports to:** Director, Health and Social Care

**Location:** Council Headquarters, Almada Street, Hamilton, ML3 0AA

## Overall job purpose:

As a member of the South Lanarkshire University Health and Social Care Partnership (HSCP) Senior Management Team, you will fully contribute to and participate in the corporate management, governance and operational delivery of the South Lanarkshire Integration Joint Board Strategic Commissioning Plan and South Lanarkshire Council Social Work Resource Plan.

- Provide strategic direction and leadership for adult and older people social care services within the HSCP; to support integrated whole system working across the HSCP and the Lanarkshire health and care system; and to lead the planning and implementation of specific services and programmes as delegated.
- Develop the contribution of adult and older people social care, and the wider HSCP, to the community planning process in partnership with local communities, Third and Independent Sectors and other community planning partners, ensuring a continued focus on improving outcomes for local communities and reducing inequalities.
- Ensure services are delivered in the most efficient and effective collaborative manner, while ensuring safe and person centred care.
- Work alongside the council's Chief Social Work Officer to support assurance in relation to social work professional governance, standards of practice and the discharge of relevant statutory social work duties, including Mental Health Officer (MHO) functions, in accordance with legislation and council policy.

## Essential requirements

- Hold a degree in Social Work.
- Must be registered or gain registration with SSSC prior to taking up post.
- Hold or working towards Postgraduate Diploma in CSWO.
- Able to demonstrate experience at a senior management level within a large, complex organisation preferably within a social work setting.
- Able to deliver organisational goals, demonstrate leadership, inspire and influence and build successful partnerships.
- Have detailed knowledge of relevant statutory procedures, regulations and influences in relation to Adults and Older People's Services.
- Able to build effective relationships with employees, service users and stakeholders.
- Able to work collaboratively within a multi-disciplined environment to drive forward a culture of teamwork, accountability and success.

# Job profile

## Key tasks and responsibilities

- Direct and control the planning, development, provision and delivery of adult and older people social care services and contribute to the leadership and oversight of wider services managed by the HSCP, in support of the strategic and service objectives of the HSCP, South Lanarkshire Council and the South Lanarkshire Community Planning Partnership.
- Provide assurance on delivery against the National Health and Wellbeing Outcomes and other relevant local and national priorities through the effective and proportionate use of data and performance information to evidence improvement and inform continuous service development.
- Lead the contribution of adult and older people social care within the HSCP to community planning activity, working with local communities, Third and Independent Sectors and other partners to shape and deliver strategic priorities that improve outcomes and reduce inequalities.
- Direct, monitor and evaluate effective working arrangements between adult and older people social care services and partner agencies, ensuring joined-up working and meaningful involvement of staff, local communities, citizens and people with lived experience in service planning and delivery.
- Agree and oversee systems for risk assessment, audit, research and development, complaint handling, performance management and statutory reporting, aimed at achieving HSCP and South Lanarkshire Council policy objectives.
- Ensure that the National Health and Wellbeing Outcomes and all relevant national and local strategies, initiatives and performance expectations (including financial targets, activity levels, governance requirements, public involvement and service redesign) are embedded within management, governance and assurance processes across the HSCP, taking the lead on implementation where required.
- Provide leadership and direction for staff employed within the HSCP in relation to workforce planning and employee relations. Working closely with Personnel Services and recognised Trade Union colleagues, create an open, supportive and positive working environment that enables staff to perform at their best, supports efficiency and effectiveness, ensures timely and appropriate communication, and promotes positive behaviours and attitudes to support new ways of working.
- Monitor and control budgetary and financial processes within the HSCP, in association with management accounting staff and budget holders, to ensure budgetary targets are met, satisfactory audit trails can be demonstrated, and evidence is available to demonstrate the effective and efficient use of resources.
- Contribute to the planning, development, implementation and review of information systems aimed at providing high-quality data to support service requirements and improve outcomes, ensuring systems support appropriate information sharing and enable front-line staff to perform their duties effectively.
- Promote and lead service improvement, redesign and change initiatives, consulting on proposals for organisational and service change to ensure services remain responsive to the needs of the population and aligned with strategic priorities.
- Provide leadership and be managerially responsible for agreed projects or operational services within or outwith the HSCP, ensuring the postholder retains a varied and challenging portfolio of responsibilities and that management capacity is deployed effectively across the HSCP and the council.

# Behaviours framework

## Efficient

- Drives service improvement and innovation by communicating vision and a sense of purpose across area of responsibility.
- Achieves efficiency savings taking account of council objectives and workforce planning requirements whilst improving outcomes for the communities of South Lanarkshire Council.
- Develop services which have a positive impact on the physical environment of South Lanarkshire Council ensuring sustainability of resources.
- Adopt a non bureaucratic approach to service delivery and encourage others to seek simple solutions to achieve objectives.
- Adopt a project management approach when reviewing services and delivering change.

## Flexible

- Plans for the variability of service demand and resource availability ensuring the system has the resilience and capacity to cope with uncertainty.
- Leads creative approaches in designing services and developing new ways of working which achieve efficiency and improvement.
- Views and presents change as an opportunity to modernise and 'future proof' services.
- Drives change by persuading and influencing others.
- Understands the impact on change on others and becomes a focal point of support and guidance in times of uncertainty.
- Takes responsibility for change and coaches others to do the same.
- Communicates facts to dispel rumours.

## Performing

- Focus on strategic long term outcomes, anticipate changes in working practices and effectively manage transitions.
- Works to achieve and vision of customer focus, improvement and excellence within the council, as well as with partners and other stakeholders.
- Gives teams defined structures and clear direction, enabling a strong sense of ownership and personal responsibility for the delivery of outcomes and objectives.
- Health, safety and wellbeing are at the heart of approach and ensure that these principles are understood in the application of your strategic responsibilities.

## Working with others

- Spends time building relationships with partners.
- Facilitates elected member involvement and consults with representative groups when formulating strategies.
- Inspires a 'one team' culture.
- Builds networks, locally regionally and nationally to help provide support and expertise by shaping and driving forward agendas and addressing concerns.
- Role models inclusive leadership; respecting colleagues, partners and customers and treating people according to their needs.
- Engages with communities, internal and external partners ensuring the full range of views are taken into account.
- Understands the importance of communication, evaluates its effectiveness and takes steps to improve; leading and encouraging open communication at all levels in the organisation.
- Understand respectful challenge and makes own case whilst recognising the concerns of others.

## Leading

- Visible and accessible to employees within your service/area of responsibility.
- Role model for inspirational leadership.
- Builds commitment and engagement to improve team cohesion and outputs.
- Demonstrates sensitivity and good judgement in decision making and relationships.
- Is able to take difficult decisions in complex and challenging situations for the best interests of the service and the council.
- Evaluates resources, options and consequences in decision making.
- Communicates positive messages about the organisation, acting in its best interests and being an ambassador for South Lanarkshire Council.
- Understands the power and authority that comes with the senior manager role and adapts behaviour to ensure interactions with others are positive and empowering.
- Coaches and mentors others and has continuous learning and development as a key priority for the service.

# Position requirements

## Qualifications

Must hold a degree in Social Work.  
Must be registered or gain registration with SSSC prior to taking up post, must hold or be working towards postgraduate diploma in CSWO.

## Experience

The successful candidate should demonstrate significant Head of Service or senior management level experience and strategic management experience across a large complex public sector / local government organisation.

## Recruitment checks

As part of our approach to good practice and safer recruitment we carry out a number of essential pre-employment checks, for example Identity and Right to Work, PVG, SSSC membership, qualifications, registration, employment history and gaps in employment and references.

This post is regarded as a Politically Restricted Post under sections 2(1) Category 3 of the Local Government and Housing Act 1989 and the Local Government Officers (Political Restrictions) Regulations 1990.

This post is excepted in terms of the Rehabilitation of Offenders Scotland Act 2020.

This post is a regulated role in line with the Disclosure Scotland Act 2020.

South Lanarkshire Council is committed to providing support to members of the armed forces, veterans and their families which is set out in the Armed Forces Community Covenant. Ex-service personnel are guaranteed an interview if they meet the minimum requirements for the position.

## Equalities and Diversity Statement

The council is committed to fostering equality, diversity and inclusion in its workforce. Therefore, we welcome applications from all sectors of the community, including under-represented groups within our workforce. We are keen to receive applications from candidates who have a disability, who are from a care experienced background, who are from a black, asian or minority ethnic background, from a military service background and from those who are new Scots.



Please note all correspondence will be sent to your email address.

# Further information

You can find more detailed information about the council and the Health and Social Care Partnership, its priorities and its policies by following these links:

[South Lanarkshire Council website](#)

[Council departments](#)

[Council performance](#)

[Connect – council plan](#)

[Plans and policies](#)

[South Lanarkshire councillors and committees](#)

[Home – NHS Lanarkshire](#)

[South Lanarkshire View](#)

[South Lanarkshire Leisure and Culture](#)

[South Lanarkshire Health and Social Care Partnership](#)

[South Lanarkshire Community Planning Partnership](#)



If you need this information in another language or format, please contact us to discuss how we can best meet your needs.

Phone: 0303 123 1015

Email: [equalities@southlanarkshire.gov.uk](mailto:equalities@southlanarkshire.gov.uk)



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