

POST TITLE	PROGRAMME MANAGER
DIRECTORATE	EDINBURGH HEALTH AND SOCIAL CARE PARTNERSHIP
SERVICE	STRATEGIC PLANNING
RESPONSIBLE TO	SERVICE MANAGER PROGRAMMES
NUMBER OF POST HOLDERS	4
ACTING UP/ SECONDMENT	NO

Purpose of Job

The Edinburgh Health and Social Care Partnership's innovation and sustainability programme is critical to its ability to successfully deliver services to service users and stakeholders. The Programme Manager will be responsible for the programme management, development and implementation of a strategic and operational cultural change programme. In addition, they will lead on other projects and initiatives that support the Council's and NHS strategic objectives.

'THE WHAT' - MAJOR TASKS/JOB ACTIVITIES

- To deputise for the Service Manager Programmes and Senior Responsible Officers (SRO) as required.
- To oversee the co-ordination and administrations of all aspects of the ongoing programme(s) including controlling programme activities, planning, organisation and risk control whilst ensuring that the image and policies of the Partnership are promoted.
- In conjunction with the programme management office and other programme managers promote an integrated, consolidated and consistent Partnership-wide approach to programme management, supported by the appropriate governance arrangements, processes and stakeholder engagement.
- Develop a programme evaluation framework to assess the strengths and weaknesses of the programme
- Establish and implement a performance management process for all programme colleagues.
- To work with the Service Manager Programmes and other senior colleagues, including project Senior Responsible Owners (SROs), to develop new initiatives to support the strategic direction of the Partnership, ensuring that the programme(s) are planned in a consistent manner in accordance with the Partnership's strategic objectives.
- Present analyses, proposals and plans using complex data and sometimes controversial recommendations at committees of governance such as the IJB or Strategic Planning Committee
- Provide direction, input and feedback on the projects within the programme, coordinating the delivery of services among the different programme activities to increase efficiency and effectiveness.

- The post should develop and implement long term goals and objectives to achieve the successful outcome of the programme whilst ensuring the programme activities operate within the policies and procedures of the Partnership.
- Develop a budget and operating plan to support the programme(s) and monitor and approve all budgeted programme expenditure
- In conjunction with other Programme Managers develop and implement a risk management process for all projects and programmes
- Identify and evaluate the risks associated with the programme activities and take appropriate action to control / mitigate the risks.
- Manage resource utilisation and the flexible deployment of the Programme team to support key areas of change Partnership-wide on a priority basis.
- Manage and/or support the initiation and implementation of key projects in consultation with senior stakeholders, actively leading projects where appropriate to defined cost and quality standards.
- Ensure compliance with statutory responsibilities, national legislation, standing orders, delegated authority, Council and NHSL policies, aims and objectives and professional project and programme standards
- Manage the performance of external consultants and contractors supporting programme delivery activities where required.
- Identify and evaluate the risks associated with the programme activities and take appropriate action to control / mitigate the risks.
- Monitor, evaluate and report on the programme activities according to the evaluation framework and recommend any changes to enhance the programme.
- Responsible for supporting the delivery and improvement of outcomes for customers, working in close partnership with service managers in both directorates and localities.

'THE HOW' – KNOWLEDGE AND SKILLS (E.G. CREATIVITY, INNOVATION, CONTACTS AND RELATIONS, DECISION MAKING)

- The postholder will usually be qualified to degree or postgraduate level in a relevant discipline and will have an additional project or programme management qualification (eg MSP and/or Prince 2) or extensive management experience.
- The postholder will have significant experience of leading programmes and projects in a complex environment and a thorough understanding of the key principles of governance and delivery.
- The postholder will be a strong leader who can set clear direction, manage complex programmes and motivate and engage colleagues.
- The postholder will be a creative thinker who can demonstrate an innovative and proactive approach to service redesign and service delivery.
- The postholder will have a natural ability to influence and negotiate in order to meet strategic outcomes and will demonstrate creative and constructive approaches to resolving issues and conflict in order to progress desired outcomes.
- The postholder will have confidence and experience with managing complex information and will be able to interpret and analyse complex data to make knowledge based decisions.
- The postholder will be commercially-minded and high numerate.

- The postholder will have excellent communication, engagement and team building skills.
- The post will provide expert advice and guidance at the highest management levels within the Partnership.
- The postholder will represent the Partnership, working closely with a range of stakeholders, both internal and external, to co-produce, deliver and embed transformational change.

Environment

Although the post may be exposed to some physical demands these will be predominantly within the range of normal office based activities.

Although the post may be exposed to some adverse working conditions these will be predominantly within the range of normal office based activities.

Although the post will have some requirement to take care in relation to the working environment, work activities and dealing with people this will not be more than the normal required of a council employee.

Supervision and Management of People (NUMBERS AND TYPES OF COLLEAGUES)

The post will be responsible for management of up to 8 dedicated project professionals. The post is required to take on responsibility for the leadership and development of these colleagues, including the management of a rotation with other functions, consideration of succession planning and resilience to ensure business continuity.

They will be required to work directly with external contractors and consultants over prolonged periods during major projects.

Projects and programmes will require the post to take responsibility for colleagues from other departments, partner organisations, external contractors and consultants.

Resources

The post will also have responsibility for monitoring budget on projects of up to £5 million on behalf of the Partnership.

Health and Safety

The Council must abide by relevant health & safety and employment law, as well as the common law duty of care. All members of colleagues are required take care for their personal health and safety and that of others who may be affected by their actions or inactions. You are therefore required to carry out your duties in a safe manner in accordance with instructions and in compliance with safety rules/procedures, regulations and codes of practice. You are required to advise your line manager if you become aware of any unsafe practice or condition or if you have any other safety concerns and should comply with accident and near-miss reporting procedures.

If you supervise, manage or lead other colleagues, you are also responsible for ensuring that the Council's operations are carried out in such a way that ensures, so far as is reasonably practicable, the health, safety and welfare of those colleagues and that of any others who may be affected. You will therefore conduct relevant risk assessments and assign duties with appropriate instructions, in compliance with safety rules/procedures, regulations and codes of practice. You will address and/or escalate any issues of any unsafe practice, condition or any other safety concerns you identify or that are brought to your attention, taking appropriate advice as necessary and will ensure that accident and near-miss reporting procedures are understood and complied with.

Organisation Structure

(attach structure - specific to area of operation).