



## BON ACCORD CARE JOB PROFILE

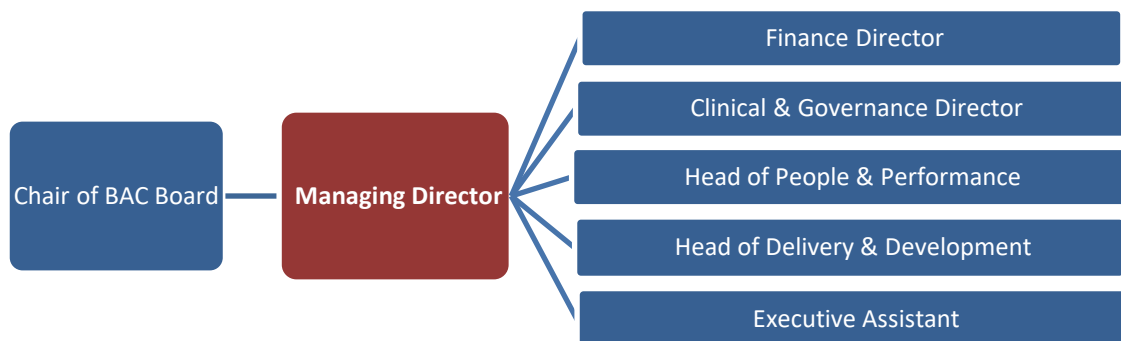
1 Job Details	
Job Title:	Managing Director
Service:	Bon Accord Care and Bon Accord Support Services
Version Date:	April 2024

2 Job Purpose
<p>Responsible for leading the delivery of the strategic objectives of the Bon Accord Care Board through the execution of business plans and policies having due consideration to the effective alignment of the business objectives of the Bon Accord Care Group of Companies.</p> <p>The Managing Director will lead, manage and direct the Bon Accord Management team, providing effective strategic and inspirational leadership to the company and its employees.</p> <p>Responsible for leading the development and growth of new commercial services to adults which focus on choice and control for service users / customers and seek out further opportunities for the integration of health and social care services in the City of Aberdeen.</p> <p>Delivery of Bon Accord Care aims and objectives will require integrated working with all our partners across the city and beyond.</p>

3 Key Outcomes
<ul style="list-style-type: none"> <li>• Ensure the delivery of the strategic objectives of the Bon Accord Care Board through the execution of business plans and policies having due consideration to the effective alignment of the business objectives of Bon Accord Care Ltd and Bon Accord Support Services Ltd.</li> <li>• Lead, manage and direct the Bon Accord Management team and undertake performance reviews and instigate development initiatives as appropriate.</li> <li>• Provide effective strategic and inspirational leadership to the Bon Accord Group of Companies as an organisation and to employees.</li> <li>• Ensure the budget is delivered by monitoring progress and taking such action as is necessary to achieve targets.</li> <li>• Provide information on the performance of the company to the ALEO Governance Hub and keep them informed of developments and changes within the Company.</li> <li>• Ensure that the commissioner is in receipt of performance information as agreed within the contract.</li> <li>• Represent Council-owned Bon Accord Group of Companies to stakeholders, shareholders, partner organisations, Aberdeen City Council citizens and service users.</li> <li>• Initiate and develop relationships with other providers in order to take advantage of opportunities to set up services in partnership with other leading organisations such as Health Providers that will be to the benefit of Aberdeen people.</li> <li>• Seek opportunities to develop the business outside of the main contract with the Council.</li> </ul>

- Proactively manage the health and safety of staff ensuring that all key elements of health and safety management are in place.
- Manage the Risk Management process.
- Act as an advocate and champion of the Bon Accord Group of Companies on the national stage
- Demonstrate knowledge and credibility within government and other public agencies
- Foster effective partnerships and alliances to drive innovation and best practice.

#### 4 Reporting Relationships



#### 5 Knowledge and Experience

**The post holder needs to be able to demonstrate experience and / or a clear understanding of:**

- Significant leadership experience within a customer facing organisation delivering a complex range of activities, ideally within a public sector health or social care environment.
- Strategic vision and demonstrable experience of leading transformational change programmes and experience of decision making in a complex environment
- Experience of commercial management and a demonstrable track record of managing complex financial budgets
- Demonstrable willingness to develop an active interest in the social regeneration of Aberdeen, with an appreciation of the wider business and community interests
- Experience of designing and delivering evidence based models of care and leading thinking and innovation in the delivery of outcomes focused models of social care provision.
- Shapes company strategy and creates strong sense of purpose. Able to shape the future of the company and sector.
- Delivers best in class business performance, commercially astute and able to identify and mitigate financial, technical, contractual and compliance risks. Strong business acumen.
- The ability to develop and implement strategies to maximize employee performance and foster high ethical standards in meeting your organization's vision, mission and goals.
- Builds organisational capability. Encourage and facilitate cooperation within the

organisation to develop a common focus; and develop leadership skills in others through coaching, mentoring, rewarding and guiding employees.

- Establishes a collaborative culture, able to influence key external stakeholders and operate effectively in a public / private environment. Builds Coalitions.
- Proven capability to initiate and lead growth and business transformation by developing Culture that Learns from the External world and challenges the Status Quo.
- Continually takes action to add value for service users, customers and all stakeholders.
- Demonstrable willingness to develop an active interest in the social regeneration of Aberdeen, with an appreciation of the wider business and community interests

## **6 Job specific skills and competencies**

**The post holder is expected to demonstrate:**

- Experience of high-level business sector activity in leading an organisation (public/private/voluntary sector) delivering a complex range of activities with a significant budget and of comparable complexity
  - Significant leadership experience in the delivery of services in Health and/or Social Care; People Management; Resource Planning and Management; Programme / Project Management; Quality Assurance and Customer Care
  - Track record of business development in a people service environment.
  - Evidence of maintaining and applying up to date knowledge of current thinking and developments within the context of adult social care.
  - Evidence of successfully engaging with commissioners and with stakeholders to develop and maintain successful commercial relationships.
  - Track record of successful management of change delivered within a collaborative stakeholder environment and for developing policy and enhancing service provision.
- Evidence of excellent communication skills and proven ability to be an effective advocate and to influence stakeholder opinion.

## **7 Organisational Values**

The postholder is expected to display the following values:

**R** - Always Respectful - we are compassionate, caring, and considerate to everyone we interact with

**I** - Working with Integrity - we commit to be open and honest

**T** - Driven by Teamwork - we work collaboratively throughout the organisation and with our key partners to achieve the best outcomes for the people we support and each other

**A** - Thriving on Accountability - We believe taking responsibility empowers people to continuously develop and perform at their best

## **8 Requirements of the Job**

The post holder needs to hold as a minimum:

- A relevant degree or professional qualification and/or extensive experience related to the role.
- evidence of continued professional development.

It is desirable to have:

- A masters level degree
- A leadership and management qualification

## **9 General**

In addition to the specific duties and responsibilities outlined in this job profile, all BAC employees, including Executive and Non-Executive Directors should be aware of their specific responsibilities towards the following:

- To adhere to all health and safety and fire regulations and to co-operate with the organisation in maintaining good standards of health and safety.
- To uphold ethical and professional standards and not behave in a manner that is likely to bring the organisation into disrepute.
- Promote and sustain a responsible attitude towards equality and diversity within the organisation.
- Demonstrate a commitment to on-going registration requirements or any national professional or occupational standards associated with the role.
- Demonstrate a commitment to ongoing learning and development and to participate in any training relevant to the role.
- Good working knowledge of BAC's aims and objectives through its core values and behaviours.

All employees are expected to be competent with the use of technology and information systems and understand their duties and responsibilities with regard to the appropriate use of personal data including sensitive personal data.

This job description is not exhaustive. It merely acts as a guide and may be amended to meet the changing requirements of the organisation at any time after discussion with the post holder.