

ROCHDALE BOROUGH COUNCIL

JOB DESCRIPTION

SERVICE:	Integrated Care and Health
SECTION:	Prevention And Adult Social Care Commissioning
LOCATION:	Number One Riverside
JOB TITLE:	Executive Lead Neighbourhood Health and Care
POST NUMBER:	TBD
Grade:	AD1
Accountable to:	Director of Health & Care Integration (DASS & Deputy Place Lead) Integrated Care & Health
Accountable for:	System wide leadership of the neighbourhood health and care agenda working across organisational boundaries.
Hours of Duty:	22.2 flexible working hours (3 days) in accordance with the needs of the service.
Any Special Conditions of Service:	<p>The Authority operates a Smoke Free Policy for all its employees and applies to any building and associated grounds within in the immediate vicinity of the building which is wholly owned, leased or operated and occupied by Rochdale Borough Council.</p> <p>This post not Politically Restricted in accordance with the current regulations.</p>

The Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects staff to share this commitment.

PURPOSE AND OBJECTIVES OF THE JOB

To provide strategic and operational leadership for Neighbourhood Health & Care, improving population health outcomes and reducing health inequalities through integrated, community based services.

The Executive Lead will work across the wider system and build partnerships across primary care, community services, local authorities, voluntary/community organisations, local councillors and residents to design and deliver accessible, preventive, and person-centred care at neighbourhood level.

Control of Resources

Personnel

The post holder will need to work as part of a multidisciplinary function and therefore it is critical to coordinate, lead, motivate and direct team members from a variety of services across organisational boundaries where there will not be direct line management responsibility.

Financial

The budget responsibility of the post holder will be driving and delivering savings and efficiencies across health and social care that will be critical in the efforts to achieve local and GM required savings and efficiencies. This will be both cost avoidance and cashable efficiencies. Also budgets where spending is delegated to the post holder. Influence over financial flows, deployment of resources and system wide value for money at neighbourhood and place level. Enabling partners to align investment, reduce duplication and redirect resources towards prevention, early intervention and community based models of care.

Equipment/Materials

All equipment, materials and other physical assets (buildings) for which the post holder is responsible.

Health/Safety/Welfare

Responsibility for the safety and welfare of self and colleagues in accordance with the Health and Safety Policies of the Council.

Equality and Diversity

To work in accordance with the Authority's Policy relating to the promotion of Equality and Diversity.

Training and Development

The post holder will be responsible for assisting in the identification and undertaking of his/her own training and development requirements in accordance with the Council's Performance Management Framework.

Relationships (Internal and External)

- Chief Executive / Executive Team and relevant Board/Committee members.
- Primary care leaders (PCN/CDs, GP practices) and clinical leadership groups.
- Community health and mental health service leads.
- Local authority senior leaders (public health, adult/children's services, housing, education).
- Voluntary, community and social enterprise (VCSE) partners.
- Neighbourhood leadership groups, resident panels, and patient participation forums.
- Acute providers, ambulance services, and specialist services (as required for pathways).
- Digital, analytics, finance, workforce/OD, communications, and estates teams.
- Commissioners and regulators (as applicable).
- National government for any specific national pieces of work.

Responsibilities

The postholder must -

- (i) Perform his/her duties in accordance with Rochdale Council's Equality and Diversity Policy.
- (ii) Ensure that Rochdale Council's commitment to public service orientation and care of our customers is provided.

Values and Behaviours

Approach the job at all times using the values set out below

- Proud of the difference we make
- Passionate about the diversities of the Borough
- Pioneering and Open in our Approach

Be aware of and apply these values and associated behaviours at all times.

Principal Duties

Strategy and leadership

- Set a clear vision and strategy for Neighbourhood Health aligned to organisational priorities, national/local policy, and population health needs.
- Provide executive level leadership for the development and delivery of the shared vision.
- Act as the senior system leader and champion for neighbourhood working across the borough.

Neighbourhood model design and delivery

- Lead the development of multidisciplinary neighbourhood teams and pathways (prevention, proactive care, long-term conditions, frailty, mental health, children and families, and wider determinants of health).
- Ensure neighbourhood approaches are person centred, strengths based and focused on early intervention and prevention.
- Drive consistency of neighbourhood models while enabling flexibility to respond to local population and community needs.

System Partnership and integrated working

- Build and sustain effective partnerships with primary care, local authorities, community/voluntary sector, social care, housing, education, and other stakeholders to enable integrated delivery.
- Establish shared priorities, governance, accountability frameworks and collective ownership of outcomes at neighbourhood and place level.
- Resolve complex cross-organisational issues through influence, negotiation and collaborative problem solving.

Community engagement and co-production

- Ensure services are co-designed with residents, patients, and community leaders, and that lived experience shapes priorities and evaluation.
- Embed lived experience, community insight and local intelligence into strategic decision-making, service design and evaluation.
- Continue to embed strong relations between elected members, neighbourhood leadership groups and resident forums to support democratic legitimacy and trust.

Performance and outcomes

- Deliver measurable improvements in access, experience, quality, safety, and population health outcomes; establish KPIs, benefits tracking, and continuous improvement cycles.
- Accountable for delivering measurable improvements in access, quality, safety, experience and population health outcomes at neighbourhood level.
- Establish and oversee performance frameworks, KPIs, benefits tracking and continuous improvement cycles across neighbourhood programmes.
- Use intelligence, evaluation and learning to inform service redesign and future investment.

Health inequalities

- Lead targeted, data-informed approaches to reduce inequalities, including outreach and culturally competent models that improve inclusion for underserved groups.
- Champion targeted outreach and culturally competent models of care for underserved and disadvantaged communities.
- Ensure neighbourhood delivery addresses wider determinants of health alongside clinical and care needs.

Operational delivery

- Provide oversight of day to day delivery across neighbourhood footprints ensuring priorities and transformation programmes are implemented effectively and at pace.
- Identify and address delivery risks, capacity constraints and system barriers impacting neighbourhood performance.
- Ensure alignment between strategic intent and operational execution across partners.
-

Quality, safety and clinical governance

- Ensure robust governance arrangements, incident learning, safeguarding, and evidence-based practice across neighbourhood services.
- Promote evidence-based practice, learning from incidents and assurance processes that span organisational boundaries.
- Maintain oversight of statutory, contractual and regulatory compliance relevant to neighbourhood health and care.

Finance and resources

- Develop and manage budgets, business cases, and resource plans; ensure value for money and benefits realisation across programmes.
- Lead the development and appraisal of integrated business cases and investment proposals that support neighbourhood priorities.
- Influence and align system wide resource deployment, including health, social care and VCSE funding.
- Oversee financial performance, benefit realisation and return on investment for neighbourhood programmes, supporting a shift from reactive to preventive spend.

Workforce leadership

- Lead, develop and retain a high-performing workforce; set expectations, support wellbeing, and promote inclusive leadership and compassionate management.
- Promote inclusive, compassionate and collaborative leadership across partner organisations.
- Support partners to align workforce models, skills and capacity to neighbourhood priorities.

Data and digital

- Champion the use of data, analytics, and digital tools to support proactive care, population health management, information sharing, and service improvement (within information governance requirements).
- Promote appropriate information sharing and digital enablement across neighbourhood teams within information governance requirements.
- Ensure insight from data is combined with community intelligence to inform decisions.

Reporting and accountability

- Provide regular reporting to executive and system boards; ensure compliance with statutory, contractual, and regulatory requirements.
- Represent Neighbourhood Health & Care at executive, system, regional and neighbourhood forums.
- Provide high-quality reporting and assurance to executive teams, boards, committees and partnership governance structures.
- Act as a credible system leader, advocating for neighbourhood and place based approaches at local, regional and national levels.

Secondary Duties

- 1 To participate in Council programmes of in-service training as a trainee and when required as a trainer facilitator.
- 2 To undertake such other duties and responsibilities of an equivalent nature as may be determined from time to time by the Service Head (or nominated representative) in consultation with the postholder (and if he/she so wishes, with his/her Trade Union representative).

Job Description prepared by Nichola Thompson Date 9 April 2026

Agreed by Postholder _____ Date _____

Supervisor Nichola Thompson Date 9 April 2026

Service Director Nichola Thompson Date 9 April 2026

**Rochdale Borough Council
Person Specification**

Service :	Health & Care Integration	Post:	Executive Lead Neighbourhood Health and Care
Section :	Integrated Commissioning	Post Number :	TBD
Job Ref:	TBD	Grade:	AD1

Note to Applicants:

The *Essential Criteria* are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

The *How Identified* column shows how the Council will obtain the necessary information about you.

If the *How Identified* column says the **Application Form** next to an *Essential Criteria* you **MUST** include in your application enough information to show **how** you meet this criteria. You should include examples from your paid or voluntary work.

The Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects staff to share this commitment.

Criteria	Essential (E) or Desirable (D)	How Identified: AF Application Form I Interview A Assessment
(a) Special Working Conditions		
1 Willingness to work flexibly to meet the demands of the service (including evening and weekends as necessary)	E	AF/I
(b) Qualifications and Experience		
2 Degree-level qualification or equivalent professional qualification in health, social care, public health, management, or a closely related field, or substantial senior-level experience demonstrating equivalent expertise.	E	AF/I
3 Significant senior leadership experience operating at a strategic or executive level within health, care, local government or integrated systems.	E	AF/I
4 Demonstrable experience of leading complex, multi-organisational or system-wide programmes involving health, care, local authority and/or VCSE partners.	E	AF/I
5 Proven experience of developing and implementing place based or neighbourhood based models of care or population health approaches.	E	AF/I
6 Experience of leading service transformation, prevention, early intervention or system change in complex and resource-constrained environments.	E	AF/I
7 Experience of influencing without direct line management authority	E	AF/I
8 Postgraduate qualification or senior leadership development programme relevant to system leadership, population health or public service reform.	D	AF/I
(c) Skills and Knowledge		
9 In-depth knowledge of population health management, prevention, health inequalities and the wider determinants of health.	E	AF/I
10 Strong understanding of national and local health and care policy, including neighbourhood working, place-based approaches and integrated care.	E	AF/I

11	Sound knowledge of quality, safeguarding, risk management and clinical/service governance frameworks relevant to community and neighbourhood services.	E	AF/I
12	Understanding of financial planning, business case development and value-for-money principles in public services.	E	AF/I
13	Knowledge of data-driven and digital approaches to supporting proactive care and service improvement.	E	AF/I
14	Awareness of estates, asset-based and community infrastructure approaches that support neighbourhood delivery.	E	AF/I
(d) Communication			
15	Highly developed verbal and written communication skills, with the ability to communicate complex and sensitive information clearly and credibly at executive, political, professional and community levels.	E	AF/I
16	Ability to build trust, credibility and productive relationships with a wide range of stakeholders including clinicians, senior managers, elected members, VCSE partners and residents.	E	AF/I
17	Skilled in chairing meetings, facilitating discussions and presenting to senior boards, committees and partnership forums.	E	AF/I
18	Ability to influence, negotiate and resolve conflict in situations involving competing priorities or organisational interests.	E	AF/I
19	Experience of public engagement, co-production or community-facing communication at senior level.	E	AF/I
(e) Analytical			
20	Strong analytical and problem-solving skills, with the ability to interpret population health data, performance information and qualitative insight to inform strategic decision-making.	E	AF/I
21	Ability to assess complex system issues, identify risks and benefits, and develop evidence-based options and recommendations.	E	AF/I
22	Skilled at evaluating impact, benefits realisation and outcomes at neighbourhood or system level.	E	AF/I
23	Experience of using population health management tools or advanced analytics to inform service design or targeting.	D	AF/I
(f) Project, Financial and ICT skills			
24	Proven ability to lead and oversee large scale, complex, multi partner programmes or transformation initiatives.	E	AF/I
25	Experience of developing, appraising and overseeing business cases and investment proposals across organisational boundaries.	E	AF/I
26	Ability to manage and monitor delivery against milestones, outcomes, risks and dependencies.	E	AF/I
27	Competent in the use of digital tools, data systems and reporting platforms to support performance management and decision making.	E	AF/I
28	Understanding of information governance principles and appropriate data sharing across partners.	E	AF/I
(g) Leadership skills			
29	Demonstrable ability to provide clear, credible and visible system leadership in complex and politically sensitive environments.	E	AF/I
30	Proven ability to lead through influence rather than direct	E	AF/I

	authority, aligning partners around shared purpose, priorities and outcomes.		
31	Strategic thinker with the ability to balance long term ambition with practical delivery.	E	AF/I
32	Inclusive and collaborative leadership style that promotes partnership working, accountability, learning and continuous improvement.	E	AF/I
33	Commitment to equality, diversity, inclusion and compassionate leadership, with a focus on workforce wellbeing and development.	E	AF/I
(h) Behaviours and Values			
23	<p>Approach the job at all times using the values set out below:</p> <ul style="list-style-type: none"> • Proud of the difference we make • Passionate about the diversities of the Borough • Pioneering and Open in our Approach <p>Please confirm you are willing to adhere to these values and behaviours.</p>	E	AF/I