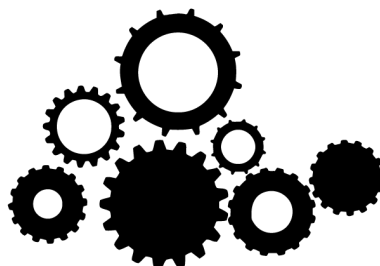


Chief Executive Appointment

Candidate Brief
February 2022



**PUBLIC LEADERS
APPOINTMENTS**

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Welcome

Dear Candidate,

Thank you for your interest in joining our passionate and innovative team at Livewell Southwest, and for taking the time to read this information pack.

We are at an exciting time in our journey, so this is an exceptional opportunity for our new Chief Executive to work with our outstanding Board of Non-Executive Directors, and Executive Leaders to drive the next phase of our development as well as the wider transformation of health and social care across the region, in collaboration with our partners. Our mission is to support people to lead independent, healthy lives in the place, and the community, in which they live where they can enjoy the best quality of life.

It is with sadness that I step down as Chair at the end of March this year, having served 11 years on Livewell Southwest's Board. During this time, we have delivered sustainable year-on-year growth to become a £120m turnover organisation with financial stability and safeguards, employing almost 3,000 staff. Our new Chair will be taking the helm imminently which presents an extremely exciting opportunity for our new Chief Executive, new Chair and established Board to lead the organisation's future development, and to continue forging strong alliances with partners and stakeholders to achieve our shared vision; to deliver the best possible outcomes for all those in our communities.

The past two years have been an unprecedented time for NHS organisations across the UK - Livewell Southwest included - as the Covid-19 pandemic took hold. However, as an agile and responsive organisation, we rapidly devised very different ways of working to ensure the safety of both our colleagues and the people we are for. We are immensely proud of the role our teams have played in continuing to support and care for our communities in Plymouth, South Hams, West Devon and beyond. While it has been necessary for us to operate differently, we have not and will not lose sight of our long-term ambitions and priorities in continuing to maintain safety and to improve our patient care, patient experience, and the range of services we offer.

Rated as 'Good' by the Care Quality Commission (CQC) in 2019, we are an independent community interest company, working alongside colleagues from local NHS hospitals and services to deliver expert health and care services to a range of communities across South Hams, West Devon and Plymouth, and some specialist services to people living in certain parts of Cornwall and Devon. We are the largest community health and social care enterprise not only in the local region but in the UK, employing around 3,000 people, all of whom live and work in the local area. Our vision is 'to be outstanding in everything that we do' supported by the values and behaviours that we expect from every single member of our team.

At Livewell Southwest we know that our people are our best asset, so we champion staff progression and development, with an overall commitment to providing outstanding care. We are proud to be a social enterprise; getting the best outcomes and best 'social value' for our local communities is at the heart of all we do. As a social enterprise, we reinvest all surpluses back into services enabling continuous delivery and improvement for our service users. Being at the forefront of integrating health and social care means that Livewell Southwest delivers the right care to people, in the right place, at the right time.

Our diverse and award-winning services include community nursing learning disability, physiotherapy; community mental health; social work; wellbeing and health improvement; services for children and young people, and community pharmacies, delivered at home or from one of 12 locations across the region. We are incredibly proud that our services have been rated Good or Outstanding by the Care Quality Commission.

We are a key partner within the Devon & Cornwall Integrated Care System (ICS) with a shared vision of identifying the best use of combined resources to make a positive difference for communities, residents, patients and staff. We have entered into a 10-year partnership with University Hospitals Plymouth to deliver community-based services and we have recently launched an exciting new 10-year partnership to help Plymouth families receive early help and support in their communities; our Early Help Partnership will run and bring together services such as children's centres and young carers' support with Council services such as Targeted Support.

We are also a partner in the South West Provider Collaborative, led by Devon Partnership NHS Trust. We are responsible for delivering a range of mental health services in Plymouth and work closely with primary care networks, the voluntary sector and charity organisations to ensure mental health crises are prevented while delivering innovative community models that provide alternatives to admission. Through multidisciplinary team working with primary care we also work to proactively prevent, reduce and/or delay escalation of health and social care needs, while our joint approach with local authorities allows us to provide enhanced care home support that creates better outcomes for residents.

Having a strategy for the future means that we can prioritise how we will continue to improve the lives of the communities we support and shape the development of our dedicated workforce in the context of the changing healthcare landscape. We are proud of the steps forward we are making to ensure the national move towards integrated care of physical and mental wellness is a reality for the populations we serve. We are ambitious for the future and have set out within our strategy our plans for the coming years. Developed with our staff and service users to define a clear path to developing and sustaining the type of organisation our service users, staff and communities want, the strategy sets out our commitment to realising our vision - to be the very best at helping people to live well.

This is an exciting and unique opportunity for a creative and collaborative individual to lead, guide and shape the future of service delivery and the future for individuals and communities across the region. It is a role which has engagement and partnerships at its heart. Partnerships based on mutual trust and ambition, together with the engagement and empowerment of our workforce will underpin our ability to drive innovation in service delivery and shape new ways of working.

We are seeking an individual able to enthuse others to deliver the vision of true integration by proactively contributing at a system and local level to take forward new ideas and innovation, engaging in a meaningful way with clinicians, other service providers and the wider community to shape service development and provide leadership which champions the capabilities of our people.

A strong track record of system leadership that is strategic, visible, values based, and collaborative is essential, and you must also share our passion for patient care and exhibit the values of Livewell Southwest - being kind, respectful, inclusive, ambitious, responsible and collaborative.

I hope the information contained in this pack along with our website give you all the information you need but please contact our executive adviser, Anna Jay, MD of Public Leaders Appointments for a confidential conversation about this exciting opportunity.

We look forward to hearing from you.

Yours sincerely



Duncan Currall, Chair

About Livewell Southwest

Who We Are

Livewell Southwest is a respected provider of integrated physical and mental health, and social care services to a population of about 270,000 across South Hams, West Devon and Plymouth, with additional responsibilities for delivering specialist services to people living in parts of Cornwall and Devon.

Integrating health and social care means that we can deliver care for people in new ways which are more efficient, with professionals who would traditionally have worked in individual teams now working together. This way of working helps us to deliver the right care to people, in the right place, at the right time.



We are proud to be a social enterprise, founded in 2011. Everything we do - how we shape our organisation, culture, strategy and values - is geared towards getting the best outcomes, and greatest 'social value' for our local communities.

Social value is an important measure of the value people place on changes they experience in their life. We hope to deliver social value by improving people's health and wellbeing, ensuring we offer fulfilling career opportunities, by minimising our environmental impact and by acting as a good 'neighbour' and corporate citizen in all that we do. As a not-for-profit organisation we re-invest all revenue back into the services we provide, and the communities we serve.

Our clear vision is to be the very best at helping people to live well, supporting them to lead independent, healthy lives. We do this by shaping our services around the specific needs of those communities and ensuring all colleagues champion our values of being kind, respectful, inclusive, ambitious, responsible and collaborative. We work closely with our partners at a neighbourhood level to make accessing health and social care services simple. Doing this allows us to offer many sustainable services at a community level, helping people to stay healthy and live independently at home.

Our Services

We are committed to finding new ways to significantly reduce the need for hospital bed-based care and to prevent avoidable hospital admissions. By delivering more services closer to where people live, we aim to make access to health and care easier for everyone who needs it.

We are proud that all our core services are rated as Good or Outstanding by the Care Quality Commission. We are commissioned by the NHS and by Plymouth City Council to provide a wide range of services, including:

- Community and district nursing, including out of hours, crisis response and end-of-life care.
- Social work intervention and social care support, working in the community and in hospitals and urgent care, supporting people to retain or develop independence and wellbeing.
- Physiotherapy and occupational therapy.
- Mental health services, in the community, at our in-patient units at Lee Mill, Mount Gould Hospital and the Glenbourne Unit, at Derriford Hospital and GP practices. We also have a specialist mental health service to help refugees, asylum seekers and people released from prison, psychotherapy and anxiety and depression services.
- Older person's mental health services, such as dementia diagnosis and dementia advisor service.
- Health improvement services such as smoking cessation, alcohol awareness and weight management, as well as Workfit, a programme to help people to stay in work.
- Children, young people and family services, including breastfeeding support, health visiting and school nursing, the family nurse partnership and children and young person's mental health services.
- Prosthetics, rehabilitation for stroke patients and people with neurological damage.



Our Vision, Mission and Values

Livewell Southwest's mission is to support people to lead independent, healthy lives in the place, and the community, in which they live. Having a strategy for the future means that we can prioritise how we will continue to improve the lives of the communities we support and shape the development of our dedicated staff.

We've refreshed our strategy to keep in step with the changing needs of the population and wider health and care priorities. Our strategy is guided by our vision, which is to be the very best at helping people to live well.

This is underpinned by our values - we are always Kind, Respectful, Inclusive, Ambitious, Responsible and Collaborative - and the four strategic aims we have set for ourselves.



Our Strategic Aims

Mission We support people to lead independent, healthy lives

Vision To be the very best at helping people to live well

Values Kind • Respectful • Inclusive • Ambitious • Responsible • Collaborative

Strategic aims

We provide the highest quality health and care services in the South West

Livewell Southwest is a great place to work

Partnership working and collaboration for the benefit of our communities

Maximise value and investment in our services and communities

3-5 year goals

Zero instances of harm

Excellent experience and outcomes for service users and their carers

Empowered service users and communities

Lead on eradicating health inequalities

Growing for the future

Looking after our people

New ways of working and delivering care

Belonging to Livewell Southwest

Play an active role promoting collaboration and partnership working

Provide seamless care with our system partners

Engage and work with the voluntary sector and community partners

Safely share information with our partners to support better decision making

Transform our infrastructure for the benefit of our people, communities and environment

Maximise the money invested in health and care through continual waste reduction

Financial sustainability

Optimise opportunities for investment in our services and communities



Livewell Southwest by Numbers

*Figures from the QA 2020/21

2,924

The number of people who work for Livewell Southwest, including **241 adult social care colleagues**

51%

We're proud that **1,501 of our staff (51%) have worked for us for more than five years**. We value their experience and knowledge and the positive impact that has on those we support

65,149

The number of people who used our services this year, whether as an in-patient, in their home, for physical care or support for mental ill health

60.61%

That's the percentage of **visits by our district nurses to patients who are aged over 80 years**. It includes support for continence, long term conditions and tissue viability, helping people to stay in their own home for longer

12,750

The number of calls received by our First Response service, which supports people in Plymouth experiencing a Mental Health Crisis. 93.40% of calls were answered

98.73%

The percentage of Children and Young People seen by our CAMHS services in less than 18 weeks

22,441

The number of video consultations conducted, with an average call length of 37 minutes

3.61/4

The average rating given by patients for their video consultations. 3.82 out of 4 would recommend this service to others whilst the **quality of the help received was rated 3.89 out of 4**

48,883

The number of kilograms of carbon offset as a result of the use of video consultations

480

Our incredible prosthetics team **changed the lives of 480 people** by making and fitting artificial limbs to give people back their independence. 24 of those were children

2,769

This number of our **staff who received ongoing training**, including regular training in core subjects to keep our services safe, and professional development to help their career progression

£115,015

That's how much **we gifted to our charity**, the Livewell Foundation, as part of our social enterprise commitment to reinvest in our communities

Chief Executive Officer Job Description

1. JOB DETAILS

Job Title: Chief Executive

Area: Executive Team

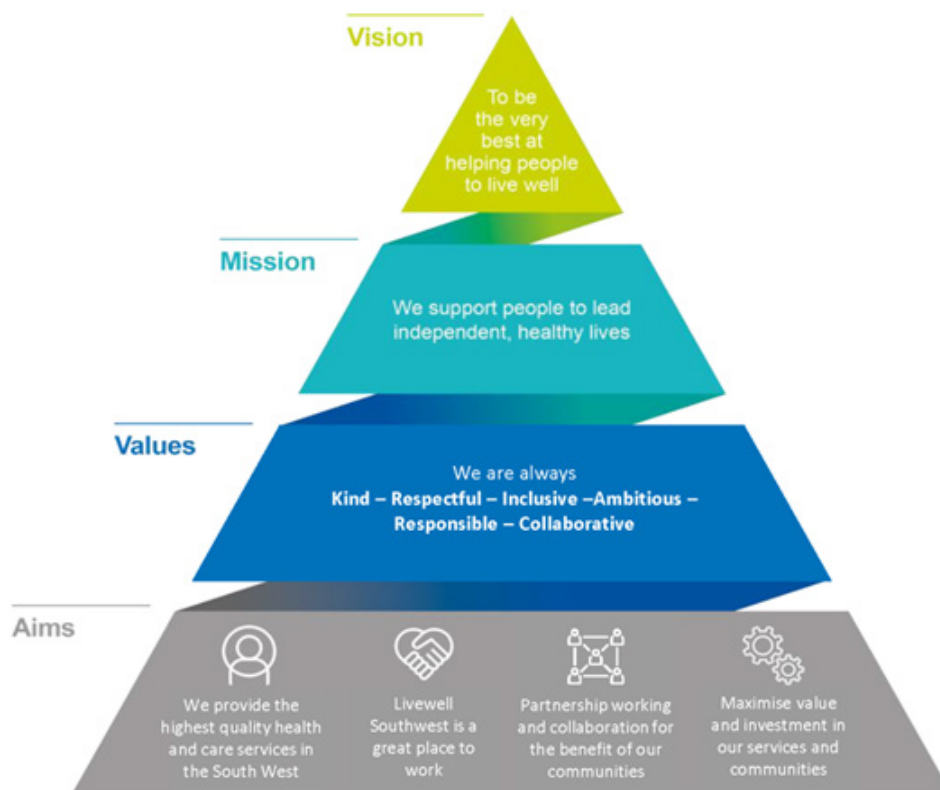
Reports to: Chairman

Responsible to: Board

Salary banding: £167,000 - £174,000

Location: Plymouth

2. PURPOSE PYRAMID



2. KEY OBJECTIVES

Constantly strive to improve and strengthen the quality of services for the benefit of the local population.

To provide strategic vision and leadership to the operation and development of the organisation within the policy direction set by the Board.

To ensure that the social objectives of the organisation are followed and that it delivers the appropriate public benefit.

To take overall responsibility for management of the governance and accountability framework established by the Board.

Working with the Chair to enable Board Members to fulfil their legal duties and other responsibilities for the proper governance of the organisation.

To ensure that the Board receives advice, recommendations and information in an effective, thorough and timely manner.

3. JOB PURPOSE

Leadership – Provide seamless system leadership that is strategic, visible, values based and collaborative leading our organisation, working with people who use our services and partners on a clear, aligned journey benefitting the communities we serve.

Relationships – Act as the key ambassador, spokesperson and advocate for our organisation building and influencing relationships, partners and stakeholders in a progressive way.

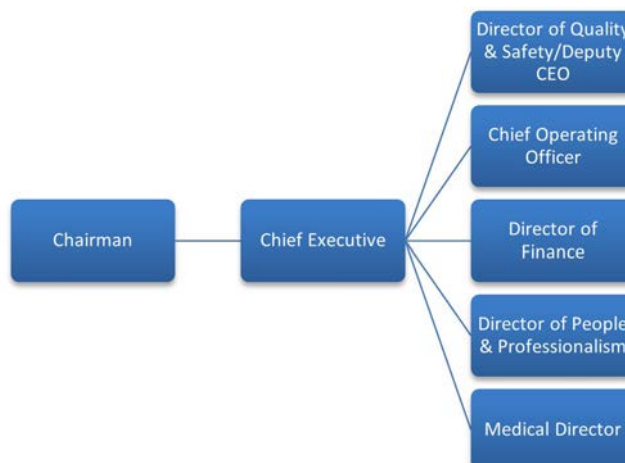
Influence – Influence and have impact on the health, social care and sector agenda at a local, regional and national level at a time of constant change and challenge.

Sustainability and Transformation – Lead transformational change, partnerships and integration with positive outcomes for people who use our services, communities, partners and our organisation. Seek and review opportunities to diversify revenue streams and secure existing and future contracts.

Strategy – Ensure our strategy guides our organisation and the Board in achieving our objectives and delivering on our vision, being clear, resilient, sustainable, successful and admired.

Performance – Be recognised as delivering a service of excellence and outstanding practice for all who use and interact with us as an employee led organisation that expects high standards of performance, governance and care for the people using our services. An organisation where our workforce feel valued and supported to deliver good quality outcomes for people, families and carers.

4. DEPARTMENTAL POSITION



5. SCOPE AND RANGE

5.1 Strategic leadership

Ensuring the three-to-five-year strategy is in place to guide the organisation in achieving its objectives.

Ensure that there is an annual business plan for Livewell Southwest in advance of each financial year to integrate the organisation's programmes and activities and to ensure its ongoing financial viability.

Lead the successful growth, integration and delivery of a service of excellence through an employee led organisation that attracts, retains, motivates and empowers people who are passionate about delivering outstanding services.

Share a compelling vision to lead, empower and develop colleagues and volunteers ensuring they have clarity and direction to achieve their objectives and reach their best potential.

Facilitate effective working partnerships and collaboration with the Chair, enabling the Board to broaden its capabilities and develop its leadership potential.

Take responsibility for reviewing, communicating and improving overall performance of our organisation and partnerships delivering on internal and external objectives and targets.

Be commercially and financially astute, prioritising appropriate commercial opportunities that reflect the values and ethos of Livewell Southwest whilst being responsible to the Board for the overall financial health of the organisation.

Act as the key ambassador, spokesperson and influencer communicating and developing effective relationships at all levels with people who use our services including families, community, colleagues, stakeholders, partners, Members of Parliament, councillors, commissioners, Executive Team and Board.

Be inspirational and engaging in presentation and voice, representing our organisation with professionalism, credibility and integrity; expanding opportunities, providing clarity and raising awareness of the work we do at a local, regional and national level.

Effectively communicate internally and externally through a variety of channels from face to face, media, networks and public events with a presence that represents our values.

Lead on quality and safety, reviewing risk that could significantly impact our organisation and ensure constitutional, governance, safeguarding, regulatory and legal obligations are upheld.

Ensure that all policy and procedures are followed and reviewed to deliver a service of continual improvement that exceeds expectation.

Be outward facing seeking new business, commercial or expansion opportunities that serve our organisation, partners and the community.

Continue to grow the organisation's reputation as one of the leading social enterprises of excellence in the country.

- As the accountable officer, the CEO is also required to ensure that all business is conducted efficiently and effectively, that the organisation is well managed and achieves consistent and predictable results in relation to all clinical, financial, and operational performance targets, remaining fully compliant with NHS England and Improvement, Care Quality Commission, and other statutory and regulatory standards.

5.2 Wider system

Active participation in formation of the Integrated Care System and Integrated Care Board.

Active participation in the Local Care Partnership.

Support and lead development of the Long-Term Plan.

Represent Livewell as part of the Integrated Care Partnership Board.

Continue to work and further develop relationships with Primary Care Networks across Plymouth and South Hams and West Devon.

5.3 Financial and legal

Producing a budget acceptable to the Board and ensuring that budget is met.

Working to ensure that the organisation has the human, material and financial resources it needs to operate effectively.

Seeking out and developing new strategies for ensuring future income streams and resources, including exploring and developing commercial opportunities.

Building and maintaining the financial reserves of Livewell Southwest to an appropriate level agreed by the Board.

Taking appropriate steps to manage risks that could impact significantly on the organisation.

Ensuring that Livewell Southwest fulfils its constitutional, regulatory and legal obligations.

Ensuring that the organisation has the right management systems and structures to carry out its work effectively, accountably and safely and that professional standards are maintained.

Ensuring that all assets and resources of the organisation – equipment, materials and cash – are properly managed and secured, and overseeing that plans are in place for their maintenance, replacement or improvement, as appropriate.

5.4 Governance

With the Chair, ensure that the Board formulate and regularly review the organisation's vision, mission, values and strategic priorities and objectives.

In partnership with the Board, maintain a longer-term strategy for Livewell Southwest within the policy direction set by the Board.

Reporting to the Board on organisational progress, providing information and answering for organisational progress and performance in delivering internal and external objectives and targets.

Ensuring that policy proposals are developed for discussion and decision by the Board.

Maintaining an effective working partnership and collaboration with the Chair and establishing and maintaining the annual programme for the meetings of the Board.

Supporting the Chair and enabling the Board to broaden capabilities and develop leadership potential.

Making sure all the policy, procedural and strategic/key documents are kept up to date.

5.5 Representational

Acting as a key spokesperson and advocate for Livewell Southwest and ensuring that the organisation is appropriately represented on all key/relevant partnerships and forums.

Seeking opportunities to expand and promote awareness of Livewell Southwest's work and success.

Using the media appropriately to raise the organisation's positive profile.

Ensuring that the organisation forges strong and effective partnerships to deliver its mission.

6. GENERAL AND PERFORMANCE MANAGEMENT

To promote the vision, values and objectives of Livewell Southwest and take an active role in developing the organisation's strategy.

To continuously improve, change and develop the organisation, generating and recognising solutions and developing a culture of continuous improvement.

Ensure that the organisation meets its contractual requirements within the agreed budget in accordance with standing orders and Standing Financial Instructions.

Work with the Chair to ensure an efficient performance management process which enables the organisation to deliver against agreed contracts, service level agreements and specific targets.

7. WORKFORCE

Empower frontline staff to provide innovative, high quality, patient centred services.

Provide leadership to staff particularly in those functions the post holder is responsible for.

Work with Board colleagues to ensure the knowledge and skills of clinical and non-clinical staff are maintained and developed and that a comprehensive performance appraisal scheme is in place.

Ensure that appropriate structures are in place for the Finance, Estates, Facilities, Information and Business Intelligence functions to provide support to the director and other executive directors and ultimately the achievement of directorate objectives.

Comply with good employment practice and ensure this is extended to teams in accordance with policies, particularly, though not exclusively, on:

- Mandatory training.
- Appraisal and personal development.
- Sickness absence management.

Lead, manage and develop senior staff within teams to create an open, supportive and positive culture for team working across organisational, directorate and professional boundaries.

8. ADDITIONAL INFORMATION FOR ALL POSTS

The post holder is required to comply with all relevant policies and procedures pertinent to their post. Current versions can be found on the intranet or via your manager. The areas listed below are those Livewell Southwest currently places particular emphasis on. Failure to follow correct policies and procedures may result in disciplinary action.

8.1 Risk Management

In accordance with the Risk Management Strategy, employees will participate, whenever required, with the risk management process. They will support line managers by attending mandatory and statutory training, completing incident/accident forms for every adverse event or near miss that occurs, report all defects and complaints, and communicate any dangerous situation to individuals potentially at risk.

8.2 Health and Safety at Work

You must co-operate with those in authority and others in meeting the statutory requirements and in following policies and procedures. A copy of the Health and Safety Policy is available from the intranet or from the Risk Management Department.

You are reminded that in accordance with the Health and Safety at Work Act 1974 you have a duty to take reasonable care to avoid injury to yourself and to others affected by your work activities.

You will be notified where your post carries a requirement for immunisation.

You may be required to be able to undertake physical intervention training and participate in physical intervention as part of a physical intervention team and Basic Life Support (BLS).

8.3 Infection Control

Livewell Southwest is determined to eradicate healthcare-acquired infection and puts a great deal of emphasis on the responsibility of all staff to ensure their own personal and others compliance with Infection Control (including Hand Washing) Policies. All staff must comply with infection control policies and guidance, attend relevant updates and report issues of concern to their immediate line manager (if no action or explanation received, then it is the individual's responsibility to escalate their concerns to the Director of Operations or Chief Executive's Office).

8.4 Safeguarding Children and Adults

All employees have a duty to safeguard and promote the welfare of children and adults and are required to act in such a way that at all times safeguards their health and wellbeing. Familiarisation with and adherence to national and local safeguarding adults and children policies is an essential requirement upon all employees. Livewell Southwest has specific safeguarding policies and in addition, employees also have a responsibility to practice and work within the multi-agency policy developed by the Safeguarding Adults Board and the Safeguarding Children Board. Staff are also required to participate in related mandatory/statutory training.

8.5 Research

For clinical posts at bands 5 and 6, there is an expectation that engagement in research will be part of this role. Therefore, an awareness of the value and relevance of research is expected and the post holder should either support existing research within their specialty area as appropriate or identify opportunities to raise awareness of research possibilities. For clinical posts at band 7 and above, the post holder will be required to actively participate in complex audits using research methodology or participate as required in clinical trials or equipment testing, and will demonstrate high level involvement in local ongoing research projects.

8.6 Sustainability and Climate Change

All staff are expected to take responsibility for the reduction of carbon emissions within their area of the organisation. In particular, this may relate to reducing energy consumption, making low carbon travel choices, consideration of goods and services being purchased, and waste reduction.

8.7 Other

This Job Description is not exhaustive and may change as the post develops, but such change will not take place without consultation between the post holder and their manager. Job descriptions should be reviewed at least annually at the appraisal meeting.

The Working Time Regulations apply to all employees of Livewell Southwest. In particular, Livewell Southwest will not permit staff in all employments to work in excess of 48 hours in any one week except where there are exceptional service needs where an absolute limit of averaging over a reference period of 17 weeks would apply.

Livewell Southwest has adopted NO SMOKING and NO ALCOHOL policies for staff, which applies to all posts. Details of the policy are available on request and will be included in the statement of main terms and conditions of service of staff appointed.

Signature (post holder):

Date: Jan 2022

Signature (manager):

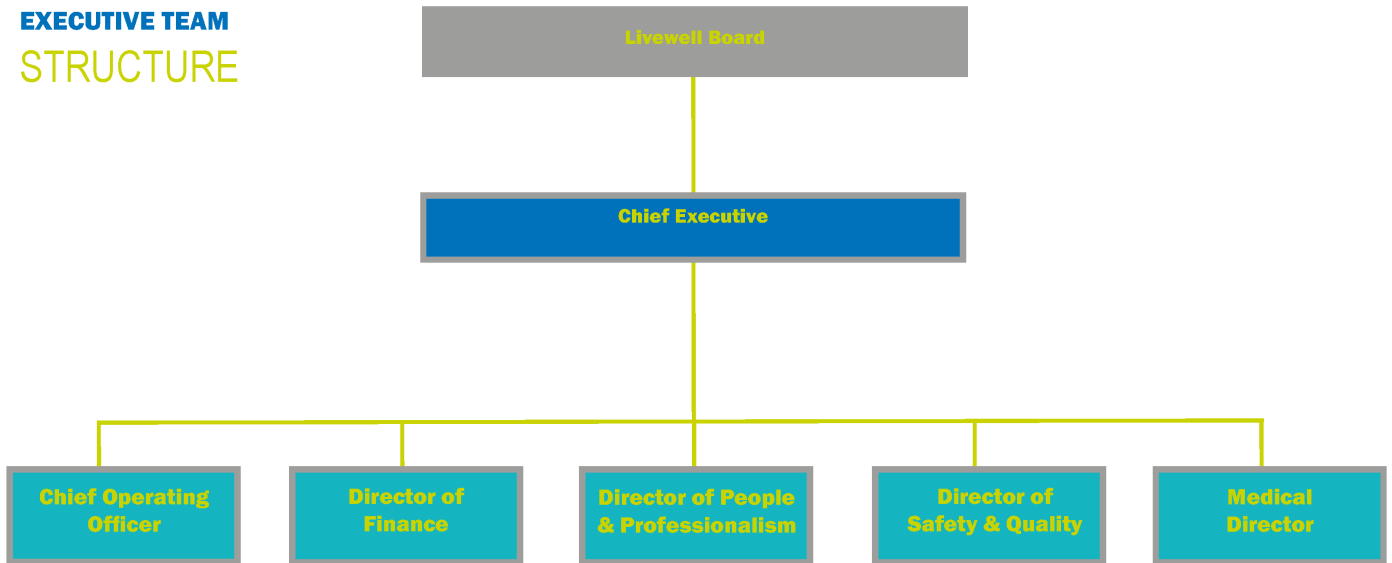
Date: Jan 2022

Date of annual review:

Jan 2023



**EXECUTIVE TEAM
STRUCTURE**



PERSON SPECIFICATION

Job Title: Chief Executive

Department: Executive Team

Criteria	Essential (<i>minimum standard required</i>)	Desirable (<i>enhance the ability to carry out the role</i>)
Qualifications	<p>Educated to degree level or equivalent relevant experience.</p> <p>Evidence of continued professional and management development.</p>	<p>Relevant, wider, higher management training and qualification.</p> <p>Professional registration with a health or social care body.</p>
Knowledge	<p>Of the statutory requirements for a Community Interest Company, e.g. Articles of Association, Registration, Memorandum of Association.</p>	<p>Not for profit, health and social care, social enterprise or third sector experience.</p> <p>A good understanding of the integrated health and social care landscape.</p> <p>Understanding of community health and social care services, aspirations, challenges, opportunities and terminology.</p>
Experience	<p>Proven track record of operating at the most senior level in leading a large, complex, multi-faceted organisation.</p> <p>Working at director, CEO level or equivalent.</p> <p>Ability to act as an advocate and champion for our population, family and community needs.</p> <p>Proven networking track record with the ability to build effective relationships leading to successful organisational and sector development.</p> <p>Substantial experience of stakeholder management in complex, changing and political environments.</p> <p>Experience of working with a Board and Executive Team developing positive and robust relationships.</p> <p>Experienced at influencing effective change and development with commissioners, politicians, governing bodies, media and other stakeholders.</p>	<p>A true leader of people.</p> <p>Operational or clinical experience.</p> <p>Experience of multi-site operations.</p>

<p>Experience</p>	<p>Experienced at leading and delivering change or transformation in a transparent and engaging way in a complex environment.</p> <p>Can demonstrate and articulate strategic thinking and deliver it with clarity.</p> <p>Track record of delivering and exceeding performance objectives with a dynamic, creative, forward thinking approach. Evidenced through individuals, teams, partners and organisations.</p> <p>Adept at assessing and managing organisational risk, having clear governance, safety and regulatory requirements at the fore.</p> <p>A track record of evidencing the direct correlation of performance to an experience that exceeds expectation.</p>	
<p>Personal skills, abilities & attributes</p>	<p>Exceptional communication and presentation skills at all levels in all mediums.</p> <p>Communicates in a clear, compelling, informative, engaging and inclusive way that delivers context and achieves 'buy in'.</p> <p>Evidence tangible results in leading and managing large teams focused on a compelling vision to deliver excellence.</p> <p>Inspiring, values based and visible in approach; empowering people to reach their potential through a culture of ongoing professional development.</p> <p>High emotional intelligence, measured and calm in approach with the right level of risk evaluated.</p> <p>Skilled at building and working with strategic alliances across a range of external partners.</p> <p>Ability to influence and negotiate at a high level on behalf of the organisation and the sector.</p> <p>Exceptional at gaining commitment and influencing teams to deliver.</p> <p>Commercially astute driving new initiatives, business opportunities and income.</p>	<p>Not for profit, health and social care, social enterprise or third sector experience.</p> <p>A good understanding of the integrated health and social care landscape.</p> <p>Understanding of community health and social care services, aspirations, challenges, opportunities and terminology.</p>
<p>Additional requirements</p>		<p>Organisational and network contacts nationally and within the South West.</p>

Information about LWSW

Livewell Southwest values its staff and makes investment in their development a priority. Currently we offer the following development opportunities for staff:

- A minimum of three days protected CPD for registered staff.
- Development pathways for unregistered staff from apprentice to bands 2, 3 and 4 for registered staff in bands 5, 6, 7 and 8.
- Leadership programmes.
- Coaching and mentoring.
- Medicines Management, Leg Ulcer Management and Assessment Training.
- Access and funding for training including Care Certificate, Assistant Practitioners Course and Scholarship Into Nurse Training.
- Robust Preceptorship.
- An induction programme tailored to your needs.
- Relocation package may be considered for the right candidate for certain roles.

Rewards and benefits

- Discounts available from retailers, UK hotels and main attractions - often up to 15% savings.
- NHS Pension Scheme and competitive Pension Scheme with Scottish Widows and/or Government Pension Scheme (conditions apply).
- Lease car scheme (available after satisfactory completion of probation / conditions apply).
- Cycle to work scheme (available after satisfactory completion of probation).
- Childcare vouchers.
- School holiday childcare subsidies.
- Multiple flexible working options.

Livewell Southwest can allow existing members of the NHS Pension Scheme to continue their membership when they join the organisation.

During a full annual leave period you are entitled to *(or the pro-rata equivalent if you work part time)*:

Length of Service	Annual Leave
On appointment or with less than 5 years NHS service	27 days plus Public Holidays
After 5 years' service	29 days plus Public Holidays
After 10 years' service	33 days plus Public Holidays

How to Apply

For a confidential conversation, please contact our recruitment partner Public Leaders Appointments:

- Anna Jay, Managing Director
- anna@publicleadersappointments.com
- 07904 236348

In order to apply, please submit a CV supported by a covering letter of no more than 4 sides of A4 outlining your motivation for applying for this role and Livewell Southwest and highlight how your skills, knowledge and experience meet the requirements of the role of Chief Executive, as set out in this brief.

Please also provide the following:

- Contact details for two references. Referees should be people who can comment authoritatively on you as a person and as an employee and must include your current or most recent employer. Referees will not be contacted without your prior consent.
- Current notice period.
- If you do not currently live in the area, please note your plans for relocation etc.

Equality, diversity and inclusion are all integral to our organisational ethos and values. It is critically important to us that every Livewell Southwest employee works in an inclusive environment which has a culture of mutual regard and respect. Our Equality, Diversity and Inclusion strategy reaffirms our deep commitment to this and sets out our core principles and priorities for development in the coming years. We welcome and encourage applications from people of all backgrounds.

Applications should be sent to anna@publicleadersappointments.com with reference 'Livewell'/'

Timetable:

- **Closing Date for Applications:** Midday, Tuesday 1st March 2022
- **Preliminary Interviews (online):** 7th, 8th, 9th March
- **Stakeholder Panels (online):** w/c 22nd March
- **Final Interviews (Plymouth):** Monday 28th March 2022

Further Information

- [Quality Accounts 2020-2021 \(Published Nov 2021\)](#)
- [Integrated Care System for Devon](#)
- [Integrated Care Partnership](#)
- 2021 - 2024 Business Plan (Request copy from Anna Jay)
- [Early Help Partnership Press Release](#)



