# The Health and Social Care Alliance Scotland

## Job Description

Job title - Development Officer - Children, Young People and Health and Social Care Integration  
Term – Permanent (funding currently secured until 30 June 2020)  
Salary - in the region of £25,000, depending on experience  
Working hours - Full-time, 35 hours per week  
Employer - The Health and Social Care Alliance Scotland (the ALLIANCE)  
Reporting to – Senior Development Officer, in consultation with the Associate Director, Children and Young People

The Development Officer role will sit within the strategic aims and outcomes of the ALLIANCE. This includes an emphasis on the voice of lived experience, person-centredness and human rights. The ALLIANCE will be working with an increased focus on empowering disabled children and children living with long term conditions and their families to make Getting it Right for Every Child (GIRFEC) work for them, the incorporation of the United Nations Rights of the Child into Scottish law, Health and Social Care Integration and the Health and Social Care Delivery Plan. The Development Officer role will be key in the co-production of these strategies and delivering the outcomes.

## Strategic Outcomes of the ALLIANCE

* Innovation and transformational change across health and social care, driven by person-centred and rights based approaches and the principles of co-production and self management
* Policy and practice shaped by disabled people, people with long term conditions and unpaid carers, regardless of race, gender, sexual orientation, disability, age, religion, or any other status
* Person centred approaches and third sector involvement within the planning and delivery of health, social care, and integrated services

## Purpose of this Role

* To enhance the capacity of third sector stakeholders to engage with and contribute to the GIRFEC approach and to health and social care integration
* To facilitate increased connectivity across the third sector to promote opportunities for the sharing of learning and emerging practice
* To enhance opportunities for peer learning, reflective practice and outcomes focused activity across the third sector related to GIRFEC and the implementation of health and social care integration
* Increase the impact of the voice of people with lived experience, with emphasis on disabled children and children with long term conditions and their parents or carers.
* Raise awareness of GIRFEC across ALLIANCE networks
* Collaborate with other ALLIANCE work streams to amplify the profile and impact of the ALLIANCE
* Support increased knowledge of, and the spread of good practice related to GIRFEC and the implementation of health and social care integration

## Core Responsibilities

* Build strong relationships with ALLIANCE stakeholders
* Take responsibility for the delivery of the ‘Getting to Know GIRFEC’ programme outcomes agreed by our funders (The CORRA Foundation) and our Scottish Government sponsors and to build and maintain strong relationships with both bodies
* Respond to and look for opportunities to develop and share good practice
* Provide advice and information about GIRFEC and health and social care integration through existing ALLIANCE communication mediums
* Create key links with Health and Social Care Partnerships
* Assist with development work across the ALLIANCE

## Role Specific Responsibilities

* Provide information, signposting and guidance to individual stakeholders in relation to GIRFEC and health and social care integration policy and practice
* Create, maintain and deliver high quality, accessible GIRFEC resources, communications, training and events throughout Scotland
* Contribute to the management of the ‘Getting to Know GIRFEC’ programme, including development of work plans, management of budget and delivery of reports to the Getting to Know GIRFEC advisory group, the ALLIANCE Board, funders and others
* Contribute to the development and delivery of events organised by the ‘Getting to Know GIRFEC’ and Integration Support Programmes
* Identify opportunities for peer learning and support and create opportunities for these to be capitalised on
* Support stakeholders, individually and collectively, to identify opportunities for joint working and broker these connections, where appropriate
* Provide mechanisms for good practice to be shared, for example learning and networking events, and case studies
* Support the third sector, including Third Sector Interfaces, to evaluate, demonstrate and communicate their impact in relation to the GIRFEC and health and social care integration agendas
* Contribute to the ongoing evaluation of the Programmes
* Contribute to the dissemination of the learning and insights gained by the programmes, including contributing content to the Programme’s quarterly reports
* Work closely in partnership with key stakeholders, including those represented on the Programme Advisory Group, Third Sector Interfaces and national third sector organisations. Facilitate and support the Getting to Know GIRFEC Advisory Group
* Promote the work of the programmes throughout the ALLIANCE networks
* Develop and maintain all GIRFEC resources and training materials
* Produce newsletters and blogs
* Maintain programmes’ web presence
* Contribute to ALLIANCE Live, Humans of Scotland, Integration stories and other ALLIANCE initiatives
* Any other duties as required by the evolving nature of the Programmes

## Terms and Conditions

The post is a permanent contract. It is full time, 35 hours a week, and based in Glasgow. The post holder will be required to adopt a flexible approach to working hours as travel throughout Scotland / occasional additional hours will be required. However, this will be reimbursed through the organisation’s Time off in Lieu scheme.

## Person Specification

## Essential

* Excellent interpersonal skills
* Excellent verbal and written communication skills
* An understanding of asset based approaches and of the involvement of people with lived experience
* A strong, evidenced understanding of GIRFEC and health and social care integration policy and service landscapes
* Strong, evidenced experience of developing resources and facilitating accessible training
* The ability to facilitate open, exploratory discussions
* Experience of partnership working
* An understanding of evaluation principles and approaches
* Ability to work effectively as part of a team and on own initiative
* IT skills in word processing, spreadsheets, email and the internet
* Experience of developing and contributing to events

## Desirable

* Experience of working in the third sector, particularly within a children’s and, or a health and social care context
* Educated to degree level equivalent or substantial experience in the field
* Experience and understanding of the issues confronting young people and families through the period of transition from children’s services to services for adults
* Understanding of co-production
* Experience of working in relevant statutory sector roles or in partnership with statutory sector personnel
* Experience of working with membership organisations
* Experience of developing materials for non-expert audiences
* Experience of using social research methods including an understanding of ethical considerations