

Kent County Council

Person Specification: Senior Innovator

Directorate: Adult Social Care and Health
Unit/Section: Innovation & Partnerships
Grade: KR10
Responsible to: Innovation & Prevention Manager

Purpose of the job:

Design, test and support activities relating to specific innovation and digital workstreams. Collaborating with a wide range of partners across the council, other authorities and organisations in both the private and public sectors seeking to innovate and explore innovation and technological solutions across the health and social care sector. To measure the impact of innovation and digital activities to inform if and how they can be scaled up and sustained, and where required prepare for the activity to move to the Transformation Delivery and Support division for full implementation and support.

The post holder will work in a creative way using project management skills on varied digital and innovation activities will be aligned with the core principles of our Adult Social Care Strategy – Making a Difference Every Day and improve outcomes for people we support. This may include seeking out funding to test an innovation or digital idea.

The post holder will work collaboratively with people who draw on care and support, ensuring they are at the centre of design and implementation of all innovations.

Main Duties and Responsibilities:

- Support and manage a range of innovation and digital activities within Adult Social Care. Working with a wide range of internal and external partners to understand the challenge and using innovation/art of the possible sessions to identify opportunities which can be tested. Working with the Innovation and Prevention Manager to plan, understand dependencies, consider how innovation and digital activities are scaled up and sustained.
- Work collaboratively with people who draw on care and support, ensuring they are at the centre of design and implementation of all innovations.
- Monitor and evaluate the progress of the innovation and digital activities, identifying any scope for improvement or any problems or constraints.
- Maintain regular and effective communication and engagement with all stakeholders.
- Determine how the success of innovation and digital activities will be measured to inform scaling and sustainability. Consider the capacity, capability, and culture to continually improve. And where required prepare for the activity to move to the Transformation Delivery and Support division for full implementation and support.

- Develop specialist knowledge of project management and innovation techniques, relevant services and initiatives.
- Horizon scan and contribute ideas to digital and innovation initiatives and activities across the Directorate at all stages of the project cycle.
- Embed a culture of coproduction through all innovation, ensuring people's voices and views are consistently heard, considered, and responded to throughout their interactions with us, so that collectively, we learn from their experiences and can continue to make a real difference in communities from innovation to delivery.
- Promote an inclusive environment, promoting inclusion, taking an active role in ending all forms of discrimination, role-modelling inclusive behaviours and creating an environment in which our workforce and partners feel safe and encourage and celebrate diversity in all its forms.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

Kent County Council
 Person Specification: Senior Innovator

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be short-listed.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none"> • NVQ4 to 5 or equivalent and full professional qualification. • Any recognised Project Management qualification would be preferable, along with having the willingness to work towards the organisations recognised APM PMQ qualification.
EXPERIENCE	<ul style="list-style-type: none"> • Proven project management experience within a relevant field • Proven experience in a social care or healthcare environment • Experience of Innovation cycles and innovation sprints across large organisations e.g local government sector, other public sector • Experience of joint working and working in multi-agency partnerships at a local, regional and national level • Direct experience of work involving analysis or review in a range of settings • Demonstrable commitment to collaboratively working with people who draw on care and support, ensuring they are at the centre of design and implementation of all innovations. • Proven experience of presenting reports and participating in meetings with elected Members and Senior Officers.
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Excellent communication skills (both verbal and written) to communicate with people at all levels • Excellent presentation and negotiation skills • Ability to think innovatively and creatively • Ability to manage and deliver change appropriately • Ability to build relationships across organisational and professional boundaries and to work collaboratively with external agencies • Ability to analyse and interpret complex data • High level of political and organisational skills – tact and diplomacy • Ability to be innovative and challenge accepted ways of working • Excellent organisational and co-ordination skills • Ability to work in an agile way to meet strict deadlines and targets • Ability to effectively plan and implement projects • Project initiation, implementation and evaluation skills • Ability to deliver at pace
KNOWLEDGE	<ul style="list-style-type: none"> • Knowledge of issues relating to specific project areas • Good working knowledge of legislation relating to the project areas • Up-to-date knowledge of research and policy developments which impact on the project areas • Good general knowledge across a broad range of the Council’s services in order to ensure that proposals are consistent with the Council’s overall policies and directives • Awareness of and responsiveness to political issues

	<ul style="list-style-type: none"> • Knowledge and understanding of budgetary and financial procedures including external funding mechanisms
<p>KENT VALUES AND CULTURAL ATTRIBUTES</p>	<p>Kent Values</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <ul style="list-style-type: none"> • Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile • Curious - constantly learning and evolving • Compassionate and Inclusive - compassionate, understanding and respectful to all • Working Together - building and delivering for the best interests of Kent • Empowering - Our people take accountability for their decisions and actions • Externally Focused - Residents, families, and communities at the heart of decision making