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| Job Title | Deputy Director for Integrated Care, Inequalities and Improvement  |
| Job Purpose | The Deputy Director for Integrated Care, Inequalities and Improvement will ensure a continuous focus on accelerating and driving improvement on behalf of their sector and across the system. They will drive thinking and influence across sectors.In addition to the specialism, wider portfolios will be aligned to the priorities set by Regulatory Leadership SLT.This role is accountable to the Director for Integrated Care, Inequalities and Improvement. |
| Accountabilities | * Use expertise and credibility to lead and influence their sector, shaping and steering CQC internal approaches and the external strategic space alongside CI and Directors.
* Ensure delivery of regulatory functions through working across the system to ensure improved outcomes for people and populations.
* Ensure that user voices are heard across all our work in line with our strategy ambitions.
* Work to bring together the external, internal and frontline views on where we focus our attention and develop our response to key issues.
* Apply sector expertise on a day-to-day basis, allowing flex to respond to emerging priorities.
* Deputise for the Director for Integrated Care, Inequalities and Improvement as required
* Work with Operations Group both to respond to high-risk provider/system issues and to ensure professional leadership - using sector expertise to support regulatory decision making and complex activity in accordance with agreed ways of working and Schemes of Delegation.
* Contributes strategically to accelerate improvement for people and communities, driving the equalities agenda and supporting smarter regulation.
* Works with Regulatory Leadership Directors, the Chief Inspectors, Operations SLT, and other stakeholders to trial regulatory approaches; is the named sponsor for a thematic review, and shapes/influences regulatory policy for their sector.
* Works with Regulatory Leadership Directors and Operations SLT to provide person-centred ways of working, methodologies and external thinking to Multi-Disciplinary Teams.
* Takes an active role in the sector specific development of individuals within teams across CQC
* Informs, shapes and, working with Engagement Policy & Strategy, sets the direction for how we deliver Independent Voice activity.
* Leads commissioning, co-production and consultation in order to drive specific programmes of work on behalf of Regulatory Leadership SLT.
* Establishes strong working relationships across CQC through a partnership approach to deliver our strategic vision and priorities
* Manages development of direct reports, carrying out any performance and people management activities as required. Establishes clear accountabilities and Key Performance Indicator management to build a confident, empowered and trusted team
* Plays an active corporate leadership role across CQC including role modelling inclusive behaviours in everyday interactions and promoting diversity and equality of opportunity, treating everyone with dignity and respect and challenging discrimination.
* Promotes a culture of respect and fairness and understands personal responsibilities around delivering against CQC diversity and inclusion strategy.
* Role models and supports others to instil CQC values into everything that we do.
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| Specific knowledge, skills and experience | * Significant knowledge and previous experience of working in health, social care, NHS or regulatory environment or related fields
* Significant experience of shaping operational policy
* Significant experience in risk management within CQC or relevant organisation
* Significant experience leading and managing change effectively in complex and fast-moving environments; proven track record of delivering cultural change.
* A forward thinking and accomplished leader experienced in leading and managing diverse teams through a matrix management approach
* Significant experience in stakeholder engagement such as with health and care users, user groups and user organisations, care providers, provider networks and trade associations, professional regulators, local authorities and integrated care system
* Experience of leading and developing professional capability
* Knowledge of regulation, operational and government policy as well as significant sector expertise of Integrated Care, Inequalities and Improvement
* Understanding of the Health and Social Care system
* Awareness and understanding of broader sectors
* Excellent communication, interpersonal and presentation skills
* Analytical capability using internal and external data and insight to drive decision making and quality improvements
* A natural collaborator, used to working collaboratively and in partnership with others across an organisation and externally to drive improvement and innovation
* Strong business acumen and political awareness; ability to identify and assess opportunities for innovation and partnership where they arise.
* Evidence of leading and supporting professional development and learning within organisations, sharing best practice and driving innovation and improvement
* Ability to build and develop high performing teams

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| Values & Behaviours**Excellence****In my work for CQC:*** I set high standards for myself and others, and take accountability for results
* I am ambitious to improve and innovate
* I encourage improvement through continuous learning
* I make best use of people’s time, and recognise the valuable contribution of others

**Caring****In my work for CQC:*** I am committed to making a positive difference to people’s lives
* I treat everyone with dignity and respect
* I am thoughtful and listen to others
* I actively support the well-being of others

**Integrity** **In my work for CQC:*** I ensure my actions reflect my words
* I am fair and open to challenge and have the courage to challenge others
* I positively contribute to building trust with the public, colleagues and partners

**Teamwork****In my work for CQC:*** I provide high support and high challenge for my colleagues
* I understand the impact my work has on others and how their work affects me
* I recognise that we can’t do this alone
* I am adaptable to the changing needs of others
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