

Job Description

Job Title Programme Manager (Strategic Implementation)

Level 13

Service Health and Social Care Partnership

Job Purpose

The postholder will be required to programme manage and lead on strategic implementation and audit and evaluation activity across the HSCP. This will include supporting operational services to ensure strategic and policy objectives are delivered in practice by establishing appropriate structures, processes and influencing cultural change that supports implementation.

They will have responsibility for working effectively with a wide range of both internal and external stakeholders to ensure strategic ambitions are delivered within a measurable framework. They will ensure that any project or change management programme is managed within existing resources or an allocated budget and is aligned to support the wider HSCP strategic priorities. The scope of this post will cover all areas of social work and provide specialist adult knowledge and experience to the commissioning process.

The postholder will work alongside practice development and professional leads to ensure a process of continuous audit is in place to inform service delivery in line with strategic and policy objectives, aligned to National Health and Care Standards and professional practice.

The postholder will be operationally managed and work under the direction of a Senior Manager from within the Community Health and Care Team

Date: 23 June 2026



Post Responsibilities:

- The post holder will lead on the implementation of a range of key strategic and policy objectives (to include Adult Carers and Ageing Well) and carry out reviews across the HSCP as part of their portfolio. This will include establishing structures and processes that enable effective operational delivery across a range of services.
- Ensure reporting on progress of lead areas through the relevant governance arrangements, including, but not limited to, Integrated Joint Board, Performance and Audit Committee, Strategic Planning Advisory Group.
- Under the direction of Senior Management, the postholder will lead and co-ordinate strategic projects utilising data, consulting with both internal and external stakeholders, often working to tight timescales, and will be required to produce reports that evidence improvements in strategic service delivery.
- To provide assurance to the DMT, the post holder will have oversight of audit and evaluation activity across the HSCP. They will have a role in developing and contributing to delivery of action plans focussed on improvement themes that emerge for the audit and evaluation activity.
- In order to lead on implementation of strategies, a quality planning, assurance and improvement approach will be adopted.
- To support continuous quality improvement, shared learning and integrated service delivery across a range of disciplines, the postholder will be required to develop and deliver pathways to practitioners that reflect the strategic vision when introducing new ways of working, and refreshing current approaches.
- Work with Senior Managers and laterally across the Community Planning Partnership, the postholder will lead and utilise influencing strategies to ensure a whole system approach to improving service delivery in line with HSCP priorities.
- Take a lead role with new national initiatives and legislative changes and support both senior and service managers across all areas of the HSCP to ensure changes are embedded into practice standards in Social Work and wider integrated service delivery. An example of this being GIRFE, with the post holder having the confidence and ability to articulate and lead approaches across multi-disciplinary teams.
- Under the direction of a Senior Manager and in line with the relevant governance forums, ensuring timely and scheduled reporting schedules in line with the portfolio of work.
- Use knowledge of integrated service delivery and research to influence change and ensure key strategic objectives influence both policy development and practice delivery.
- Utilise a range of communication and interpersonal skills to collaborate with HSCP staff and external colleagues to promote and influence a culture of quality assurance, practice development and to recognise and celebrate good practice
- Work with both procurement and commissioning to monitor and manage the contracts of commissioned services ensuring strategic priorities are being delivered in line with budget expenditure and recommend changes to deliver best value and align with changing strategic priorities.
- Carry out duties consistent with the post as may be required by your Line Manager



Possession of:

- MSc Social Work, BA Social Work, Diploma Social Work, CQSW or equivalent
- A post qualifying award e.g. Practice Teaching; Child Protection; Project Management etc.
- Current and ongoing registration with the SSSC as a Social Worker
- A minimum of 3 years post qualifying management experience
- A minimum of 5 years post qualifying experience as a registered Social Worker
- Demonstrable commitment to continuous professional development.

Substantiated ability to:

- Communicate effectively using both written and verbal forms of communication to both internal and external stakeholders.
- Demonstrable understanding of the integration agenda as it applies to Social Work, wider HSCP services and Community Planning Partner services.
- Lead and influence change with the ability to translate both strategic and policy objectives into operational practice that is measurable and delivers improved outcomes.
- Apply strategic planning and service-development experience, supported by sound knowledge of Social Work legislation and a broad understanding of HSCP strategic priorities.
- Work with vulnerable and challenging groups and have the ability to deal with diverse situations
- Build and sustain effective relationships at all levels across the HSCP and with external partners, positively influencing change and supporting collaborative working.
- Meet the standards required under the Values and Behaviours of South Ayrshire Council.

Demonstrable experience of:

- Genuine empathy and concern for vulnerable people and the ability to adapt communication skills as appropriate to the person.
- Developing and sustaining positive relationships across professional boundaries.
- Analysing strategic, policy, and operational issues and assessing their implications for service delivery, performance, and improvement.
- Working collaboratively with a range of professionals and mediating effectively in challenging or sensitive situations.
- Sound professional ethical and value base and a positive approach to problem solving.
- An awareness of Health & Safety in the workplace



- Applicant must be able to recognise, act and report concerns about the well-being of children and vulnerable people.
- The ability to use intellectual flexibility to adapt to and respond to evolving demands, implement strategy creatively and manage change effectively.
- Good computer and ICT skills in particular MS 365

In terms of the Protection of Vulnerable Groups (Scotland) Act 2007, this post is designated as Regulated Work. Consequently, in order to undertake the duties of this post, you must hold Membership of the Protecting Vulnerable Groups (PVG) Scheme.

If you are charged with any offence or are involved in any activity which may have implications for your membership of the PVG Scheme, you must immediately notify your Line Manager.

Applicants must be able to recognise, and report concerns about the wellbeing of children and vulnerable service users and be able to maintain appropriate professional relationships with service users.

