

## Job Description

<b>Job Title:</b>	Senior Delivery Manager – Healthy Communities and Mental Wellbeing
<b>Directorate/Team:</b>	Employment, Skills, Health & Communities
<b>Location:</b>	16 Summer Lane
<b>Responsible to:</b>	Head of Health and Communities
<b>Responsible for:</b>	2
<b>Key working relationships:</b> (internal)	WMCA Directorates, particularly Employment, Skills, Health & Communities (ESHC), Transport for West Midlands (TfWM), Strategy, Environment, and Net Zero (SENZ) teams
<b>Key working relationships:</b> (external)	Senior Officer level relationships with the region's Integrated Care Systems, NHS Mental Health Trusts, Local Authority Public Health teams, Regional Public Health and NHS England Mental Health Leads and VCFSE sector colleagues

## Purpose of the Post

The WMCA is a strategic regional body that works to secure inclusive economic growth for the region, to improve life chances and the wellbeing of citizens, add value and to influence public services in ways that address vulnerability and provide more opportunities for people to succeed.

This senior role will be placed in the Employment, Skills, Health and Communities Directorate within the Health and Communities team where our mission is to make West Midlands a healthier place to live and work. This role will be responsible for delivering an ambitious programme of work which includes taking forward the legacy of the West Midlands Mental Health Commission, ensuring improved mental health as a critical element of reducing health related economic inactivity and getting West Midlands Working, embedding a health in all policies framework across the organisation, supporting the development of programmes and policies that tackle key issues around mental health and unemployment in our region, leading on health inequity reporting for the WMCA, and related engagement with stakeholders, ensuring the West Midlands Growth Plan considers and delivers on its impact on health outcomes and health equity, as well as link with our work across other Combined Authorities nationally on understanding the role of CA's in reducing health inequalities. Your specialist background in public health and ideally within mental health, and/or health intelligence will mean you will work closely with local health leaders in the region. You will be a key senior member of the Health and Communities team and work closely with other senior delivery managers in the team and together support the team and the directorate make a meaningful impact in reducing health inequalities and improving the health of the region.

## Accountabilities

- Provide strategic and operational leadership on regional programmes that reduce health inequalities through improved mental wellbeing.
- Lead the legacy work of the West Midlands Mental Health Commission, including the Community of Practice and delivery pilots focused on employment and mental health.
- Ensure alignment of health and wellbeing activity with the West Midlands Growth Plan and the WMCA's Devolution Health Duty.
- Embed and monitor the Health in All Policies framework across all WMCA functions, including transport, energy, environment, and skills.

- Produce regional health intelligence reporting, including the 'Health of the Region' and tracking progress on health inequalities.
- Support WMCA's contribution to the national Public Service Innovation agenda, particularly around early intervention and prevention.
- Secure and manage delivery resources and line-manage project teams aligned to strategic health objectives.

## Responsibilities

### Strategic

- Ensure all activities are aligned with the delivery of organisational goals
- Manage and coordinate input into the business plan providing a comprehensive view of the programme and deliverables
- Lead the implementation and evolution of the Health in All Policies approach, embedding health equity across WMCA policies and programmes.
- Advise on WMCA's health-related strategies in relation to inclusive growth, economic inactivity, and the wider determinants of health.
- Contribute to the development of WMCA's Devolution Health Duty implementation and ensure regional compliance.
- Develop strategic partnerships to maximise the WMCA's impact on mental wellbeing and community health, particularly with ICSs and Public Health leadership.
- People
- Provide line management to delivery staff working across mental wellbeing and health equity programmes.
- Facilitate cross-team working and joint projects with Senior Delivery Managers across the Health and Communities team.
- Build collaborative relationships with internal and external stakeholders to maximise programme delivery and innovation.

### People

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### Operational

- Oversee the planning, reporting and delivery of the Health of the Region programme and related health inequality monitoring.
- Manage delivery and evaluation of mental health-related programmes focused on improving employment outcomes.
- Contribute to Board reports, briefings, and key documents for the Wellbeing Board and Health Equity Advisory Council.
- Ensure stakeholder engagement is inclusive and reflects the views of underrepresented communities and VCSE partners.

### Financial

- Ensures Value for Money and follows the appropriate governance processes for dealing with any financial activities.
- Handle queries and issues related to procurement, invoices, and financial processes.
- Support funding bids and ensure that delivery plans align to grant and investment requirements.

### Other

- Represent the WMCA in a professional manner.
- Undertaking such tasks as may reasonably be expected commensurate with the scope and level of the role.

The duties and responsibilities in this job description are not exhaustive and the jobholder may be required to undertake other duties within the general scope of either the level or nature of the post. This includes the availability to work flexible hours and travel as needed to meet professional commitments and represent the directorate at regional and national events, as well as a strong commitment to upholding the values and mission of the directorate and organisation, with a focus on health improvement and community wellbeing.

## Person Specification

Candidates/post holders will be expected to demonstrate the following:	Essential / Desirable		How Evidenced?		
Experience	E	D	A	I	T
Demonstrate a high level of political awareness and links strategies and tactics for continuous improvement with the drive to achieve national, corporate, and departmental standards and goals.	X			X	
Demonstrable experience of successfully managing large scale budgets and delivering programmes.		X	x		
Experience identifying and acquiring appropriate funding streams.		X	x		
Significant experience in public health, particularly in mental health, health intelligence, health improvement, or tackling health inequalities.	X		x	x	
Experience leading or managing delivery of cross-sector health or wellbeing programmes	X		x	x	
In depth understanding of the health and care system, including public health challenges and national health policies	X		x	x	
Experience working with or within local government, NHS or Combined Authorities		X	x		
Experience engaging with and influencing senior stakeholders across sectors	X		x		
Skills / Knowledge	E	D	A	I	T
Able to communicate the strategic direction effectively to maximise operational delivery.		X	X	X	
Strong understanding of public mental health, wider determinants of health, and health inequalities.		X	x	x	
Ability to lead, influence, and communicate across complex systems and partnerships.		X	x		
Familiarity with Health in All Policies principles and their practical application.	X		x	x	
Excellent written and verbal communication skills, including experience drafting reports, briefings, and strategy documents.	X		x		
Ability to work independently, prioritise and manage competing demands under pressure.	X		x	x	
Commitment to promoting inclusive practices within health and wellbeing programmes, ensuring equitable access and outcomes for all community members	X		x		
Qualification / Education / Training	E	D	A	I	T
Advanced degree in public health (post-graduate level)	X		x		
Further training or professional development in health policy, mental health, or public service leadership.		X	x		

**Key:** A = Application, I = Interview, T = Testing/Assessment

## Core Expectations

<b>Health, Safety &amp; Wellbeing</b>	All employees have a duty to take reasonable care for the health, safety, and wellbeing of themselves and of other persons who may be affected by their acts or omissions at work; and co-operate with their employer so far as is necessary to enable
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	it to successfully discharge its own responsibilities in relation to health, safety, and wellbeing.
<b>Equality &amp; Diversity</b>	Promote and champion equality and diversity in all aspects of the role.
<b>Learning &amp; Development</b>	Participate in and take responsibility of any learning and development required to carry out this role effectively.
<b>Performance Management</b>	Actively engage in the performance management process and take responsibility for managing performance outcomes.
<b>GDPR</b>	Ensure the reasonable and proportionate protection, processing, sharing, and storing of WMCA information in accordance with the relevant legislation, corporate policies, and in the best interests of the data subjects (Data Protection/GDPR), the WMCA, our partners, and the West Midlands, in all aspects of the role.
<b>Adherence to Policies</b>	Be aware of and comply with all organisation policies.
<b>Other</b>	There may be a requirement to work outside normal office hours on occasion, including a requirement to work within stakeholder and partner offices within the WMCA constituent area on a regular basis.

### Values

Our culture is underpinned by what we do and how we do it. Our behaviours outline the ways we need to work to deliver success, become truly inclusive, and make the organisation somewhere where everyone can give their best contribution.

Value	Competency	Behaviour
<b>Collaborative</b>	Team Focussed	Works as part of team, managing and leading.
	Service Driven	Customer, resident, and partner focussed.
<b>Driven</b>	Empowered & Accountable	Takes ownership and leads when needed.
	Performance Focused	Ambitious and going the extra mile.
<b>Inclusive</b>	'One Organisation' Mindset	Believe in each other's expertise.
	Open & Honest	We do what we say we are going to do.
<b>Innovative</b>	Forward Thinking	Embrace change and open to new possibilities.
	Problem Solving	Go for clear and simple whenever possible.

### Additional Post Requirements

Essential Car User		Politically Restricted Post		Disclosure and Barring Service (DBS)				Vetting	
Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Basic <input type="checkbox"/>	Standard <input type="checkbox"/>	Enhanced <input type="checkbox"/>	None <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>

### Job Evaluation Details

Date Evaluation Agreed	Job Family	Level/Grade	JEP Reference