



**Depute Chief Officer  
Operations and Governance /  
Chief Social Work Officer  
Glasgow City Health and Social  
Care Partnership**

Location: Commonwealth House,  
32 Albion Street,  
Glasgow. G1 1LH

Job Reference: GLA14009

Closing Date: 23.59, Sunday 17 August 2025



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We are recruiting for the position of Depute Chief Officer – Operations and Governance / Chief Social Work Officer within Glasgow City Health and Social Care Partnership. The recruitment and selection process for this position will be supported by our Recruitment Partner, Eden Scott.

Reflecting the joint nature of this appointment, the successful candidate will have the option of being appointed on the terms and conditions, including salary, of either Glasgow City Council or the NHS.

Candidates are required to complete an online application form via Myjobscotland.

For shortlisted candidates, you should be aware the selection process will include a pre-interview assessment prior to a formal interview. Details of the pre-interview assessment will be discussed with shortlisted candidates.

If you experience any difficulties accessing or completing the online application via Myjobscotland, please contact John Leese, Principal HR Officer via email [John.Lease@glasgow.gov.uk](mailto:John.Lease@glasgow.gov.uk) or telephone 0739 213 3954.

## Message from Pat Togher, Chief Officer – Glasgow City HSCP



Dear Candidate

We are delighted to share this exciting and challenging opportunity of Depute Chief Officer – Operations and Governance / Chief Social Work Officer.

The Depute Chief Officer – Operations and Governance / Chief Social Work Officer role at Glasgow City Health and Social Care Partnership is vital in the long term vision of the Partnership in maintaining our strive that “**Communities will be empowered to support people to flourish and live healthier, more fulfilled lives, by having access to the right support, in the right place and at the right time**”.

This is an excellent opportunity for an exceptional individual who can evidence outstanding leadership qualities. We are seeking highly motivated leaders who have the skills, experience, and values necessary to direct and support our dedicated and committed staff. You will bring a fresh, forward-thinking and collaborative approach to the role.

Glasgow City Health and Social Care Partnership objectives and priorities are ambitious, demanding and exciting. The role of Depute Chief Officer – Operations and Governance / Chief Social Work Officer is accountable to the Chief Officer and Integration Joint Board (IJB) for the planning, development and delivery of services within Glasgow City HSCP. In addition, the post holder will hold the statutory role of Chief Social Work Officer to the IJB and have delegated authority from the Chief Officer, including acting as professional advisor to the IJB.

If you are inspired by the challenges this opportunity offers and believe you have the necessary skills, experience and qualities we are seeking, we look forward to receiving your application.

Recruitment to this role is being supported by Eden Scott. Applicants are invited to contact Eden Scott in the first instance for further information about this role. **Contact: Sarah Gracie, Associate Director on 07999421314 or via email [sarah.gracie@edenscott.com](mailto:sarah.gracie@edenscott.com).**

I would like to take this opportunity to thank you for your interest in the position of Depute Chief Officer – Operations and Governance / Chief Social Work Officer.

Pat Togher  
Chief Officer  
Glasgow City HSCP

## Recruitment Advertisement

**Post Title:** Depute Chief Officer – Operations and Governance /  
Chief Social Work Officer  
Glasgow City Health and Social Care Partnership

**Grade/Salary:** NHS Band 9: £122,736 - £128,051

Glasgow City Council: Grade 12 / LDR4b Salary:  
£120,128.40 - £132,725.93 per annum

**Tenure:** Permanent

**Hours:** NHS: 37 hours / Council: 35 hours

**Location:** Commonwealth House, 32 Albion Street, Glasgow, G1 1LH

### About Us

Glasgow City Health and Social Care Partnership is the largest HSCP in Scotland. We deliver Health and Social Care services to the people of Glasgow and surrounds. Our lead partners are Glasgow City Council and NHS Greater Glasgow and Clyde and we deliver all community health and social care services for children, adults and older people, along with homelessness and criminal justice services.

This work is directed by the Glasgow City Integration Joint Board, with the Council and Health Board delivering services through the Glasgow City Health and Social Care Partnership since April 2016.

Our vision for community health and social care services is to support people to flourish, work in partnership with people and organisations to transform services for the better and engage with communities to improve health and wellbeing.

Our medium to long-term vision is: "Communities will be empowered to support people to flourish and live healthier, more fulfilled lives, by having access to the right support, in the right place and at the right time."

With a gross expenditure of around £1.6bn and circa 12500 whole time equivalent staff we have an exceptional story to tell which is why we are seeking to appoint an exceptional individual to this important and challenging role.

Further information about Glasgow City Health and Social Care Partnership can be found on our website <https://glasgowcity.hscp.scot>.

## **The Role**

Glasgow City Health and Social Care Partnership (HSCP) is seeking to appoint an outstanding individual to the pivotal role of Depute Chief Officer – Operations and Governance / Chief Social Work Officer. This is a unique opportunity to join the Executive Management Team and play a central role in shaping the future of integrated health and social care services across the city.

As Depute Chief Officer – Operations and Governance / Chief Social Work Officer, you will be accountable to the Chief Officer and the Integration Joint Board (IJB) for the strategic leadership, planning, and delivery of a wide portfolio of services, including Adult Services, Children's Services, Older People's Services, and Care Services. You will lead on policy development, service transformation, and operational excellence, ensuring that services are responsive, effective, and aligned with the HSCP's strategic objectives.

In your statutory capacity as Chief Social Work Officer, you will provide professional advice to the local authority and the IJB, ensuring the delivery of high-quality social work services. You will be expected to empower senior managers, uphold professional standards, and offer critical insight on governance, risk, and performance.

The successful candidate will be a professionally qualified Social Worker, registered with the Scottish Social Services Council (SSSC), with extensive experience in social work practice and senior leadership. You will demonstrate a deep understanding of statutory responsibilities, a strong track record in managing change, and the ability to influence and collaborate across complex organisational landscapes.

Membership of the Protection of Vulnerable Groups (PVG) Scheme is essential on taking up appointment. Please note successful candidates for the above role will be required to pay for their PVG Membership/or Scheme Checks.

Registration to the Scottish Social Services Council (SSSC) is an essential requirement for this role. You must either be already registered or have applied within 3 months and be registered within 6 months from your start date. Please note as part of the local government pay deal, local authority staff are currently not required to pay SSSC fees.

This role demands exceptional leadership, strategic vision, and a commitment to public service. You will be a confident communicator, capable of engaging with a wide range of stakeholders including elected members, partner agencies, and local communities.

Glasgow City HSCP is committed to delivering transformational change that empowers communities and supports individuals to live healthier, more fulfilled lives. If you are ready to lead with purpose and make a lasting impact, we would be delighted to hear from you.

**Contact: Sarah Gracie, Associate Director on 07999421314 or via email - [sarah.gracie@edenscott.com](mailto:sarah.gracie@edenscott.com)**

## Key Dates

- **Application Closing Date:** 23:59 Sunday, 17 August 2025
- **Preliminary Assessment Stage:** Begins week commencing **18 August 2025**
- **Interviews:** Begins week commencing **1 September 2025**

**Application Process:** Candidates are invited to contact our Recruitment Partner Eden Scott in the first instance. Thereafter, candidates are invited to apply via Myjobscotland.

Reasonable adjustments are offered throughout all stages of the recruitment process. For further information or support, please contact John Leese, Principal HR Officer via email [John.Lease@glasgow.gov.uk](mailto:John.Lease@glasgow.gov.uk) or telephone 0739 213 3954.

## JOB DESCRIPTION

<b>Job Identification</b>	
<b>Job Title:</b>	<b>Depute Chief Officer – Operations and Governance / Chief Social Work Officer</b>
<b>Responsible to:</b>	<b>Chief Officer, Glasgow City HSCP Glasgow City Integration Joint Board</b>
<b>Directorate:</b>	<b>Glasgow City Health and Social Care Partnership</b>
<b>Last Update:</b>	<b>April 2025</b>
<b>Job Purpose</b>	
<p>The Depute Chief Officer – Operations and Governance / Chief Social Work Officer is a key member of the Glasgow City HSCP leadership team contributing fully to the strategic and corporate management of the HSCP. They hold the statutory role of Chief Social work Officer to the Integration Joint Board (IJB) and in this role have delegated authority from the chief offer in all responsibilities of this role, including acting as professional advisor to the IJB.</p> <p>The Depute Chief Officer – Operations and Governance / Chief Social Work Officer role includes:</p> <ul style="list-style-type: none"> <li>• accountable to the Chief Officer and Integration Joint Board (IJB) for the planning, development and delivery of services within Glasgow City HSCP</li> <li>• responsible for the strategic direction and leadership for Adult Services, Children’s Services, Older People’s Services and Care Services which includes Justice and Asylum and Refugee Services</li> <li>• leading on policy and strategic planning; ensuring that the standards of professional practice are maintained and developed; control over operational service activities and development of staff to meet the Service objectives.</li> <li>• lead the development and implementation of plans in line with the saving targets</li> <li>• participate in the implementation of business change across the Partnership, developing business cases as the Partnership, Health, and Council reforms, ensuring that objectives are achieved, and resources are secured and organised.</li> <li>• To initiate and develop clear outcomes for the business-critical issues facing the HSCP including the development of business cases for capital planning, service redesign and risk management</li> </ul> <p>As Chief Social Work Officer (CSWO) responsibilities include:</p> <ul style="list-style-type: none"> <li>• providing professional advice to the local authority and ensuring the provision of effective social work services</li> <li>• empower senior managers, work collaboratively, and challenge professional practice and managerial decision-making where necessary</li> <li>• provide expertise and advice on essential management information, including strategic, operational and governance matters to the senior management team in a time critical manner.</li> </ul>	

## Dimensions

The Depute Chief Officer – Operations and Governance / Chief Social Work Officer:

- a key member of the Executive Management Team, helping it to plan, develop and implement business strategy
- responsible for developing and delivering the Operational function of the HSCP
- must be actively involved in, and able to bring influence to bear on, business decisions to ensure immediate and longer-term implications, opportunities and risks are fully considered; and
- must promote and deliver good financial management so that public money is safeguarded at all times and used appropriately, economically, efficiently and effectively.

## Organisational Position

**See Appendix 1**

## Key Result Areas

The Depute Chief Officer – Operations and Governance / Chief Social Work Officer will focus on directing and controlling the operational management function to support and assure the proper management of the operational services within Glasgow City HSCP.

The Depute Chief Officer – Operations and Governance / Chief Social Work Officer is responsible for leadership, strategic planning, corporate expertise, functional management, people management, risk management, compliance management, special projects, and advisory.

Further responsibilities are detailed below:

- Act as a leadership role model and instigate and reinforce business and ethical values, behaviours, and codes of conduct
- Formulate and implement the assigned function's objectives from the Glasgow City HSCP's overall strategic directives
- Lead the development and maintenance of expertise and capability in operational services of Glasgow City HSCP
- Direct and oversee all activities of the function to assure professional excellence across the operational services of Glasgow City HSCP
- Lead, motivate, and develop employees throughout the operational services of Glasgow City HSCP
- Direct and implement a comprehensive risk management program for Glasgow City HSCP
- Ensure the development and implementation of policy and procedure for the achievement of internal reporting requirements and external compliance
- Lead and undertake assigned projects to achieve the project objectives
- Advise Elected Members and Council Committees on issues relevant to the operational services of Glasgow City HSCP
- Provide professional advice to the local authority on operational services of Glasgow City HSCP
- Ensure the provision of effective health and social care services in line with statutory requirements

- Work collaboratively with senior managers and other stakeholders to achieve the best outcomes for service users and patients
- Ensure the quality of health and social care services through regular monitoring and evaluation
- Manage risks associated with health and social care services and ensure compliance with relevant legislation and policies
- Report on the performance of health and social care services to the Chief Officer and elected members

## Systems

The post holder will have responsibility for the management of a range of information systems relevant to the Health and Social Care Partnership.

The post holder will have keyboard skills and ability to use a range of IT equipment and will use a range of information and operating systems:

- Microsoft Office
- Operational Systems e.g. Carefirst 6
- Workforce Systems e.g. eESS, Microstrategy
- Performance Management Systems
- GOLD
- Internet/Intranet
- Datix / HandS (Health and Safety Systems)

The post holder will be required to use interactive systems to ensure effective hybrid learning environment through advanced use of MS Teams.

## Most Challenging/Difficult Parts of the Job

To lead, develop and manage resources within the integrated Health and Social Care Partnership to deliver challenging national and local outcomes working in partnership with other organisations to deliver seamless services across the Health and Social Care spectrum.

## Communications and Relationships

The post holder will work closely with the Chief Officer, Glasgow City Integration Joint Board, Glasgow City Council and the Health Board. The post holder will also have close working relationships with their respective Senior Management/Corporate Teams, and external partners in formulating and delivering the Integration and Strategic Plans.

The post holder will have an extensive range of external relationships which include other Health and Social Care Partnership's, Health Care Boards, Local Authority colleagues, elected members, trade unions and staff representatives.

Highly effective leadership and team working is integral to taking forward the Health and Social Care Partnership Agenda.

## Physical, Mental, Emotional and Environmental Demands of the Job

The post holder will be required to work flexibly and be agile. There will be a requirement for travel within and out with the Glasgow City area.

The post holder will use a computer for the production of documents, emails and for research. The post holder will frequently be required to produce reports, often involving analysis of a range of complex data where a high level of concentration is required e.g. analysing data.

The post holder will be involved in meetings where intense concentration and significant attention to detail is required e.g., senior management team meetings, partnership negotiations. Typically this will occur at least weekly. The post holder is required to be resilient to meet a range of demands. The post holder will frequently be required to produce reports, often involving analysis of a range of complex data where a high level of concentration is required e.g. analysing workforce data.

The post holder will be involved in meetings where intense concentration and significant attention to detail is required e.g., senior management team meetings, partnership negotiations. Typically, this will occur at least weekly.

The post holder is required to be resilient to meet the range of demands.

### **Disclosure**

In line with the Rehabilitation of Offenders Act 1974 (Exclusions and Exceptions) (Scotland) Order 2003, you are required to declare all convictions defined as 'unspent' in terms of the Act as the post is classified as an 'excepted post'.

Prior to any offer of appointment, the Council or Health Board will undertake either a Standard or Enhanced or PVG/Disclosure check.

### **Competencies**

This recruitment, selection, performance management and personal development processes are underpinned and managed within a competency framework of knowledge, skills and behaviours.

The job holder will be expected to evidence knowledge, skills and behaviours as described within the Competency Framework.

### **Politically Restricted Posts**

This post is politically restricted in accordance with the Local Government and Housing Act 1989. Accordingly, in accepting this appointment, you will be disqualified from becoming or remaining a member of a local authority, the Scottish Parliament or House of Commons from undertaking certain political activities as defined in regulations introduced from time to time by the Secretary of State for Scotland. A copy of Glasgow City Council's Policy on Politically Restricted Posts will be made available to the post holder.

### **General**

The duties and responsibilities contained within this Job Profile should be regarded as neither exclusive nor exhaustive as the job holder may be required to undertake other reasonably determined duties commensurate with the level and grade of the post without changing the general character and nature of the post.

The Job Profile will be subject to revision, depending on the future needs of the post and the organisation, following appropriate consultation.

## Person Specification

### Depute Chief Officer – Operations and Governance / Chief Social Work Officer, Glasgow City Health and Social Care Partnership

Qualifications/Professional Membership	
<b>Essential:</b>	<ul style="list-style-type: none"><li>• A professionally qualified social worker with specific qualifications set down in regulations and registered with Scottish Social Services Council (SSSC)</li><li>• Extensive experience in social work practice and management</li></ul>
Skills and Knowledge	
<b>Essential:</b>	<ul style="list-style-type: none"><li>• Experience of managing and planning /developing services at a Senior Management Level, in particular, managing change</li><li>• Demonstrate comprehensive knowledge of statutory responsibilities, relevant legislation and national developments within the public sector</li><li>• Display self belief and self awareness and have the ability to influence, challenge and empower others in pursuit of specific goals / service improvements</li><li>• Be an effective communicator with employees, peers, local people, service users, elected members, Senior Managers and Partner organisations</li><li>• Demonstrate commitment and have the ability to lead, motivate and inspire people to improve performance and public services</li><li>• Ability to develop Services across the Council in the long-term, working with all stakeholders.</li><li>• Ability to challenge and confront conflict where it impacts on Service delivery</li><li>• Strong leadership and management skill</li><li>• Excellent communication and interpersonal skills</li><li>• Ability to work collaboratively with a range of stakeholders</li><li>• Strong analytical and problem-solving skills</li><li>• Commitment to continuous professional development</li></ul>
<b>Desirable:</b>	<ul style="list-style-type: none"><li>• Experience of joint working with partner agencies</li><li>• Experience of engaging with elected members</li></ul>

## **NHS Greater Glasgow and Clyde Core Leadership Competencies**

This post requires an individual who demonstrates a high level of competency in the leadership behaviours identified as essential to this post:

### **1. Strategic focus**

Identifying long-term goals and championing their implementation

### **2. Collaborative/partnership working**

Effective working and collaborating with others towards a common purpose or goal

### **3. Achieving results and making decisions**

Challenging, pushing the organisation and themselves to excel and achieve and make good decisions in a timely and confident manner

### **4. Influencing and persuading**

Convincing others to adopt a course of action

### **5. Managing change**

Taking action to support and implement change and improvement initiatives effectively

### **6. In-depth problem solving and analysis**

Solving difficult problems through careful and systematic evaluation of information, possible alternatives and consequences

### **7. Quality improvement**

Seeking opportunities to improve current processes, systems and methods to promote reliability, quality and efficiency of output

### **8. Managing self, others and resources**

Developing, directing and leading others to accomplish organisational goals and objectives

### **9. Leadership insight and impact**

The ability to acknowledge and understand feelings in ourselves and others to discriminate among them to guide ones thinking and actions

### **10. Relationship management**

Developing and maintaining positive relationships with individuals both inside and outside their work group

You are encouraged to access and review the NHS Greater Glasgow and Clyde core leadership competency framework to support your application and any subsequent assessment activities. To request a copy of the full NHS Greater Glasgow and Clyde Core Leadership Competencies please contact: Susan Chisholm, Recruitment Team Lead, NHS Greater Glasgow and Clyde on email: [susan.chisholm@ggc.scot.nhs.uk](mailto:susan.chisholm@ggc.scot.nhs.uk)

## **NHS SCOTLAND VALUES**

- Our values are:
- Care and Compassion
- Dignity and respect
- Openness, honesty and responsibility
- Quality and teamwork

Embedding these values in everything we do will help to make our vision a reality. In practice, we need to:

- Demonstrate our values in the way we work and treat each other
- Use our values to guide the decisions we take
- Identify and deal with behaviours that don't live up to our expectations
- Be responsible for the way we work and not just the work we do.
- All our leaders will lead by example supporting our Equality and Diversity programme particularly our zero tolerance to any behaviours of a discriminatory nature.

## Glasgow City Council Competency Requirements

Glasgow City Council Leadership Competency Framework can be found on the following link - <https://www.glasgow.gov.uk/media/2662/Leadership-Competencies/pdf/resE53D2FB5DCBC4B97B679BC8AADE513B4.pdf?m=1675252158243>

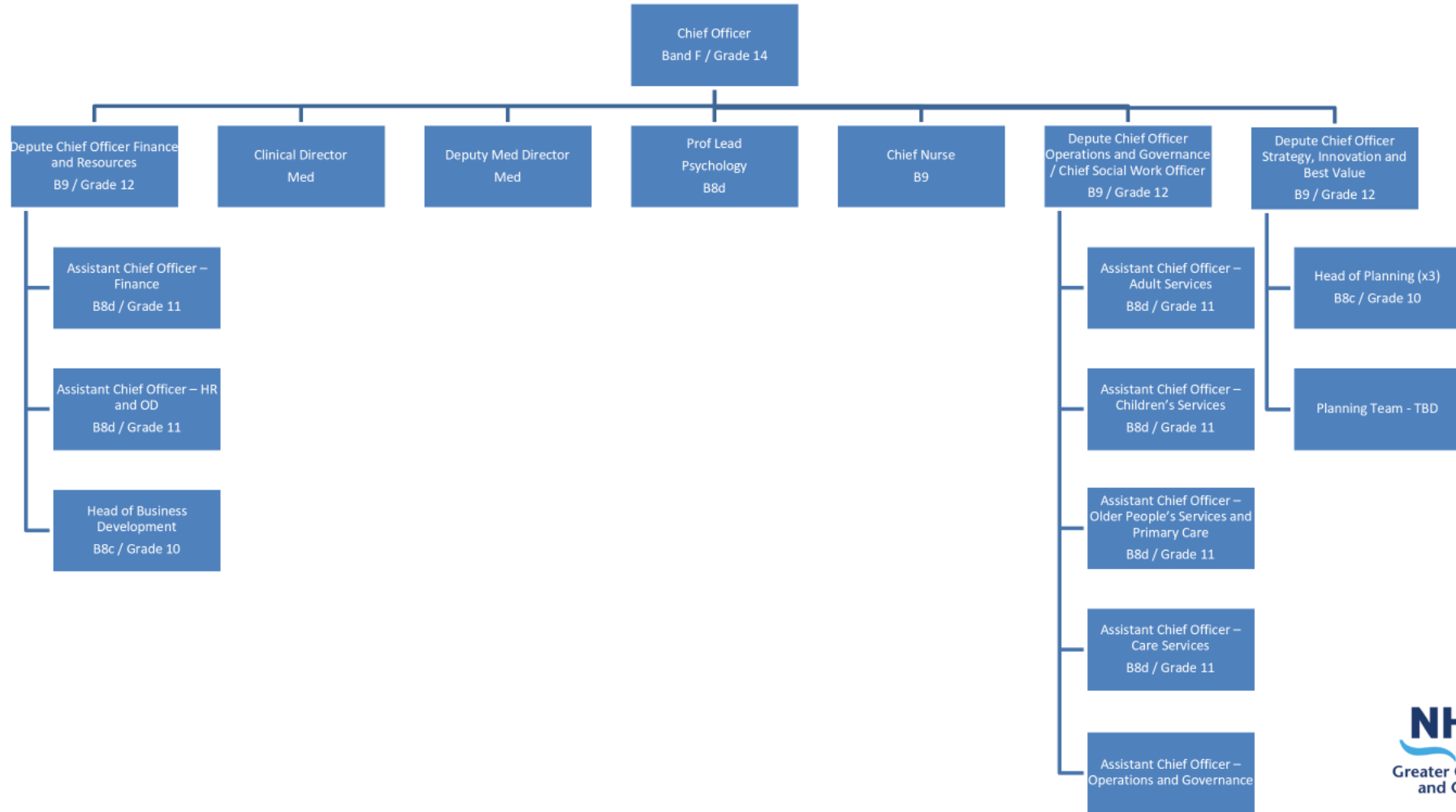
The framework contains detailed descriptions of each leadership competency and the levels that can be attained within each competency. Details of each competency for the position of Depute Chief Officer – Operations and Governance / Chief Social Work Officer have been outlined below:

<b>Competency Based Framework</b>	
<b>Competency</b>	<b>Level</b>
Self belief	3
Self awareness	3
Self management	3
Drive for improvement in Public Services	3
Personal integrity	3
Seizing the future	4
Intellectual flexibility	3
Broad scanning	3
Contextual astuteness	3
Drive for results	4
Leading change through people	5
Holding to account	3
Empowering others	3
Effective and strategic influencing	3
Working effectively with others	2

Appendix 1- Structure Chart



# Glasgow City HSCP Executive Team Structure



## Summary Terms and Conditions

### **Depute Chief Officer – Operations and Governance / Chief Social Work Officer, Glasgow City Health and Social Care Partnership**

The offer process for the successful candidate will include a discussion on whether the candidate may opt to be employed under NHS terms and conditions or under Council conditions of service. The following sections outline the employment package applicable to NHS Greater Glasgow and Clyde and Glasgow City Council.

#### **1. NHS Greater Glasgow and Clyde summary terms and conditions**

The terms and conditions of service are those approved and amended from time to time by the National Agenda for Change Terms and Conditions Agreement.

This is a full time appointment (37 hours per week).

The successful applicant will be subject to pre-employment checks including: Satisfactory References (one of which must be from your current or most recent line manager), Pre-Employment Health Assessment, Evidence of Qualifications (as outlined in the Person Specification), Confirmation of Right to Work in the UK and Identity check and where applicable to the post a Disclosure Scotland Criminal Records Check/Protection of Vulnerable Groups Scheme Membership.

**Grade: Band 9 £122,736 - £128,051**

#### **Hours of Duty**

The set hours of work are **37** per week; however, the number and pattern of hours will reflect the demands of the post. There is no contractual right to additional pay or time off in lieu for additional hours. This will not affect individual rights under the Working Time Directive.

#### **Tenure**

This is a full time, permanent position.

#### **Superannuation**

All employees are automatically enrolled in the Scottish Public Pension Agency Scottish Public Pensions Agency.

#### **Motor Vehicle Provision**

Where there is a job requirement, a vehicle may be offered. The arrangements will be determined by the Remuneration Sub-Committee in accordance with the leased car provisions for staff on Executive Managers' pay arrangements.

#### **Location**

For employment purposes, your base will be Commonwealth House, 32 Albion Street, Glasgow, G1 1LH. The post will inevitably require you to travel regularly throughout the Board's area and within Scotland. Less frequently you will require travelling further out with Scotland. Home to work expenses will be met by the post holder but all other travel expenses incurred as a result of your employment will be reimbursed by the Board.

#### **Removal Expenses**

Reasonable removal expenses in line with the Board's policy will be payable, should the Board require you to move home. This will be discussed with you, as part of an offer of employment.

**Annual Leave**

The basic annual leave entitlement in a full year commencing 1st April to 31st March is 27 Days on appointment, rising to 29 days after five years and 33 days after 10 years. Leave entitlement is pro rata where applicable.

## 2. Glasgow City Council Conditions of Service

This is a full time appointment (35 hours per week).

The successful applicant will be subject to pre-employment checks including: Satisfactory References (one of which must be from your current or most recent line manager), Pre-Employment Health Assessment, Evidence of Qualifications (as outlined in the Person Specification), Confirmation of Right to Work in the UK and Identity check and where applicable to the post a Disclosure Scotland Criminal Records Check/Protection of Vulnerable Groups Scheme Membership.

**Grade: Grade 12 / LDR4b**

**Salary: £120,128.40 - £132,725.93 per annum**

The starting salary will be part of the formal offer of employment. Progression through the points within the grade is not automatic and is dependent on evidence derived from the role profile of satisfactory attainment of the skills, qualifications and competencies required. However, progression, although not automatic, would ordinarily be expected and supported.

### Hours of Duty

The set hours of work are **35** per week; however, the number and pattern of hours will reflect the demands of the post.

### Contractual Status

This post is permanent in nature.

### Pension Scheme

Where a contract of employment is for 3 months or more you can join the [Strathclyde Pension Fund Scheme](#)

- It is a 'career average revalued earnings (CARE) scheme', meaning your pension is based on a career average basis when you retire from the Council.
- It includes Death in Service benefits of 3 times salary.
- Contribution rates is based on your salary, details of current rates can be found here <https://www.spfo.org.uk/>. Your employer pays the rest of the cost of providing your benefits. This amount varies but it's always enough to make sure your pension can be paid and will be at least 19.3% of your pay.
- You get tax relief on your contributions - the tax you pay on your salary is calculated after your pension contributions are deducted.

### Place of Employment

Your normal place of work will be Commonwealth House, 32 Albion Street, Glasgow, G1 1LH. The Chief Officer has the discretion to place you in any location within their control. You will not be required to work outside the UK for a period of more than one month during the term of your employment.

### **Annual Leave and Public Holiday Entitlement**

Employees are entitled to 26 days (or 182 hours) annual leave on appointment, rising to 29 days (or 203 hours) after five years' continuous service with the Council (or with another local authority which is reckonable for annual leave purposes).

In addition, you will be entitled to 12½ days (or equivalent hours) paid public holidays each year. For alternative working patterns, the equivalent public holiday entitlement will be applied. The leave year runs from 1 January to 31 December.

### **Other Terms and Conditions of Service**

For more details on benefits of working for Glasgow City Council and further details of the Council's Terms and Conditions, please visit <https://glasgow.gov.uk/article/5005/HR-Policies>

## Guidance to Candidates Recruitment Process, Timetable and How to Apply

The recruitment and application process for this post is being jointly managed by Glasgow City Council and NHS Greater Glasgow and Clyde on behalf of Glasgow City Health and Social Care Partnership, with support from Recruitment Partner Eden Scott.

- Outlined below are key note timescales within this recruitment campaign. All candidate applications will be acknowledged and treated in the strictest of confidence.
- The Job Description and Person Specification is designed to inform potential applicants on the essential and desirable criteria which are sought in the appointment of the Depute Chief Officer – Operations and Governance / Chief Social Work Officer, Glasgow City Health and Social Care Partnership.
- The selection process for shortlisted candidates will include a Preliminary Assessment Stage, which will involve several assessment tools including occupational psychometric assessments. Further details as to assessment content, arrangements and timescales will be discussed with shortlisted candidates.
- Following the preliminary assessment stage candidates will be asked to attend a Value Based Competency Interview designed to assess knowledge, skills, experience, professional competence and leadership behaviours in relation to the criteria set out in the Person Specification. The interview will include a presentation.
- The results of all stages of the recruitment process will be kept confidential and restricted to only those who have direct responsibility for the decision making in the recruitment to this post.

Candidates should note that it may not always be possible to offer alternative dates for preliminary stage assessments or interviews.

Please note the dates below - these dates may be subject to change.

Recruitment Stage	Expected Date
Recruitment Advertising Campaign opens	<b>Friday 1 August 2025</b>
Advert Closing date for return of applications	<b>23:59</b> 23:59 Sunday, 17 August 2025
Shortlisted candidates will be invited to participate in a preliminary assessment stage, expected to commence shortly after the shortlist has been agreed expected <b>week commencing 18 August 2025</b> . Full details of the preliminary assessment process and interview arrangements will be covered with shortlisted candidates. ..	
Panel Interview: Panel interview will include a value based competency interview and presentation	<b>Week commencing 1 September 2025</b>