

# Recruitment of Corporate Director – Adults' Social Care and Health



Andrew Tromans  
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# Welcome to Kent

## Dear Applicant,

Thank you for your interest in the role of Corporate Director – Adult Social Care and Health at Kent County Council.

This is one of the most influential leadership positions in local government – combining statutory responsibility as Director of Adult Social Services (DASS) with system-wide oversight of public health, commissioning, and integration with the NHS and wider partners. The impact of your leadership will be felt across a county of 1.6 million residents.

You will join Kent at a defining moment. Our ambition – to improve lives, strengthen independence, and deliver sustainable, person-centred care – is clear. Yet the scale of the challenge is equally significant.

Demand continues to rise, the social care market faces sustained pressure, and expectations of improvement and assurance from the CQC are high.

Your focus will be on embedding consistent and high-quality practice, and ensuring that every pound spent delivers measurable outcomes for the people of Kent.

You will lead a strong and experienced team, working collaboratively with health, housing, and voluntary sector partners to drive change at pace and scale. This will include strengthening practice, transforming pathways, and delivering the financial sustainability required to secure Kent's future.

Local Government Reorganisation adds a further dimension to this opportunity. Over

the coming 18 months, you will play a pivotal role in shaping the design of future local structures – ensuring continuity of care for residents and stability for our workforce while helping to define what the next generation of adult social care leadership in Kent will look like.

We are seeking a leader of vision, resilience, and integrity – someone who combines strategic ambition with a deep commitment to people and place. If you are motivated by complexity, collaboration, and the opportunity to deliver lasting change, we would be delighted to hear from you.

Yours sincerely,

**Amanda Beer**  
Chief Executive





# The Opportunity

**Corporate Director – Adults' Social Care & Health**

**Salary £Competitive**

**Kent County Council**



**Leadership at scale.  
Impact with purpose.**

**Corporate Director  
Adult Social Care and Health**

**A career-defining role with a package to match | Maidstone, Kent**

Kent County Council is seeking an exceptional leader for **Adult Social Care and Health** – a role that combines the statutory duties of the **Director of Adult Social Services (DASS)** with system-wide responsibility for commissioning, public health, and integration across health and care.

This is a defining leadership opportunity at scale. You'll lead a talented directorate and work with NHS partners, Integrated Care Boards, districts, and the voluntary sector to deliver high-quality, sustainable, and person-centred care for Kent's residents. You'll champion prevention and independence, strengthen financial resilience, and drive improvement and transformation across services.



Local Government Reorganisation presents an additional opportunity to shape the future design, governance, and delivery of adult social care in one of England's largest and most complex counties.

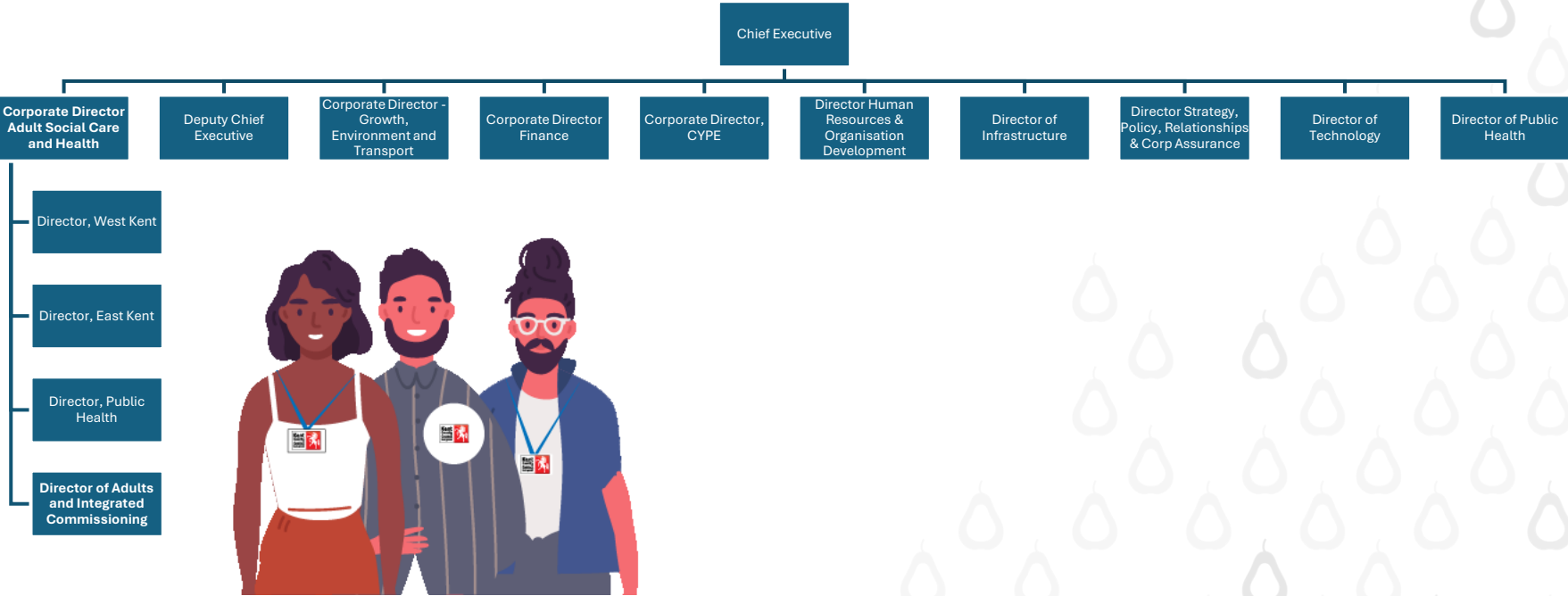
We're looking for a values-driven, collaborative leader with strategic vision, operational credibility, and a proven record of driving improvement in complex systems.

For more information and to apply, visit [www.kent.gov.uk/DASS](http://www.kent.gov.uk/DASS) or <https://execroles.penna.com>

For a confidential discussion, contact **Andrew Tromans** (07805 226301) or **Carol Coyle** (07500 887849).



# Organisational Chart



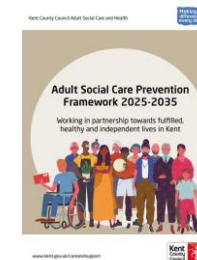
# Further Reading



Framing Kent's Future



Adult Social Care Strategy



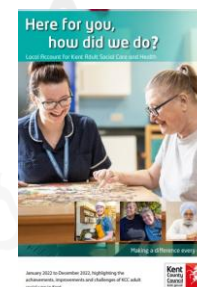
Prevention Framework



Adult Carers' Strategy



Commissioning Intentions



Local Account

# Job Description

**Role:** Corporate Director – Adults' Social Care & Health

**Directorate:** Adult Social Care and Health

**Responsible to:** Chief Executive



## Job Outline:

- Discharge the statutory obligations of the Director of Adult Social Services.
- Identify, lead and commission strategies to deliver the Council's and Government's vision for the
- provision of Social Care to Adults and Disabled Children and Public Health to ensure that the needs of the local community are achieved.
- Ensure that the Caldicott Guardian principles are incorporated into the Council's policies, procedures and staff practice and that the Caldicott Guardian role is delegated to a suitable senior manager, as appropriate.

## Job Accountabilities:

- Corporate Directors will work within the KCC Organisational Responsibilities for Senior Officers.
- In addition, as members of the Corporate Management Team and working closely with Cabinet Members, Corporate Directors will work together to enable organisational responsiveness to elected members; secure the best approach to resource stewardship for the council's budget and finances; ensure that overall management attention, effort and controls are commensurate to risk and opportunity across the council's functions and activities; and enhance the reputation of Kent as a place as well as Kent County Council as the democratic agent of change in the region.
- Identify and deliver commissioning strategies to ensure effective assessment and services are in place.
- Ensure that adults' safeguarding is an organisational and universal priority, through effective performance monitoring and management within the directorate and through wider communication and engagement across KCC.
- Provide strategic advice and support for relevant bodies such as the Kent Vulnerable Adults Safeguarding Board.
- Shape the strategic transformation of Adult Social Care and Public Health and direct the delivery ensuring that the maximum budgetary and service improvements are achieved.

# Job Description



- Work in partnership with Health to enable full integration of health provision into the Council's services and to ensure the delivery of the government's new agenda on health and public health as it continues to emerge.
- Create such working arrangements as are necessary with the Corporate Director Children,
- Young People and Education and Lead Cabinet Members to ensure that statutory compliance is achieved and any overlaps are managed effectively and in compliance with legislation and best practice.
- Ensure the council's compliance with the relevant statutory obligations and statutory guidance relating to vulnerable adults. Ensure that these obligations and responsibilities, including appropriate training, are complied with by the directorate as well as internal and external commissioned providers.
- Actively review all services provided by this post to ensure the most effective and efficient
- delivery models are employed including consideration of outsourcing, co-sourcing or insourcing.
- Expected to participate in the Emergency Planning and Resilience Rota as a Duty and/or Recovery Lead Director, to oversee the council's statutory duty and responsibility as a first responder to emergencies within Kent.
- *This job description sets out the accountabilities specific to the role. These should be read in conjunction with KCC's Constitution and the Organisational Responsibilities that apply to the Corporate Director, Director and Head of Service roles.*



# Next Steps & How to Apply

This guidance contains important information to help with your application:

Please apply by submitting a CV and Supporting Statement (no more than four sides of A4 in length per document aligned to the person specification). Please also include your contact details.

Please ensure your full employment history is outlined in your CV; where there are essential criteria, competencies and/or qualifications please make clear how you meet these. We may wish to verify this information during the recruitment process.

Please provide the details of two referees. Note that we will only approach referees for candidates proceeding to final selection and only with your permission. Please clearly indicate whether we can approach each referee before the selection date.

Please share with us in your Supporting Statement the values and behaviours that you bring to your leadership, and how you will transfer your skills and experience into this role.

Please complete the Equal Opportunities Monitoring Form when you upload your details via our website.

Please upload your application by the closing date – no applications will be accepted once the long listing process has begun.

Following long-listing, you will be contacted directly by a Penna consultant to update you on the status of your application.

Asking for adjustments: we’re committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to consider doing anything differently during the application, interview, or assessment process, including providing information in an alternative format, please contact us.

**To apply for this role, please visit the following link to upload your CV and Cover Letter: <https://penna.com/jobs>**

Key Dates	
Applications deadline	14 December 2025
Technical Interviews	5-7 January 2026 (TBC)
Final Interviews	19 and 20 January 2026

For questions or a confidential discussion, please contact:



**Andrew Tromans**  
on 07805 226301 or  
[andrew.tromans@penna.com](mailto:andrew.tromans@penna.com)

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**Any questions?  
Please don't hesitate to contact us**



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