



Managing Director

Candidate Information Pack



Welcome

Aberdeen is an exciting place to live, work and visit and it's a very exciting time to join Bon Accord Care. We are a values-led company delivering Service, Quality and Value with Integrity, Pride and Innovation. We deliver a range of adult social care services to the people of Aberdeen, providing support and encouragement to enable them to live as independently as possible, today and in the future. We have a vital role to play in enhancing lives and wellbeing - what we do really matters.

Since the company was established in 2013 as an ALEO (Arms-Length External Organisation) of Aberdeen City Council, we have established a reputation as a key provider of health and social care services across Aberdeen City and have made significant progress.

We are looking for a Managing Director who will work with the Board, Leadership Team and our partners, to implement our vision, transformation programme and ensure the continued delivery of our Strategic Plan and growth of the company.

This is a vital time to develop new ways of working where, in partnership with Aberdeen City Council and the Aberdeen City Health and Social Care Partnership, we can create the environment required to deliver better health and social care outcomes for the people of Aberdeen. These ambitions will be achieved through our committed workforce and with our partners at all levels.

If you believe you have the vision, skills, and above all, the personal qualities which this role demands, then we'd like to hear from you.



Peter Murray
Chair



Bon Accord Care



Our Mission

To make a positive difference to the people we support through a caring and collaborative approach promoting healthy lives and enabling independence.



Our Key Strategic Aims

- Deliver on our core business
- Maximise efficiency and quality of service delivery
- Commence innovative services at an early intervention stage to reduce demand on more complex services.



Our Core Values

Always **Respectful** - we are compassionate, caring, and considerate to everyone we interact with.

Working with **Integrity** - we commit to be open and honest.

Driven by **Teamwork** - we work collaboratively throughout the organisation and with our key partners to achieve the best outcomes for the people we support and each other.

Thriving on **Accountability** - we believe taking responsibility empowers people to continuously develop and perform at their best.



Our Services

We provide residential, non-residential, rehabilitation, day care, respite, occupational therapy, telecare, joint community equipment, community responder and learning and development services.

We are committed to delivering services that turn the concepts and ideas for new ways of working into operational service delivery models, which are led by the people we support to help them live longer and healthier lives at home or in a homely setting.



About the Company

We are an ALEO (Arm's Length External Organisation) of Aberdeen City Council, with two registered limited companies. Bon Accord Care (BAC) and Bon Accord Support Services (BASS) are the means by which our services are commissioned by Aberdeen City Council. For operational use, we use Bon Accord Care as a collective term to reflect both companies.



The Board of Directors and Reporting

The Board, which typically meets eight times per year, is made up of Executive and Non-Executive Directors as follows:

- Chair
- Managing Director
- Finance Director
- 4 Non-Executive Directors

Reports are prepared for the Board which reflect financial, operational, personnel, risk and health and safety information. Reports and information relating to service specifications are also shared with Aberdeen City Council and the Health and Social Care Partnership on a weekly and monthly basis.

A performance report is presented to Council annually by the Managing Director.

Our care services are heavily regulated and regular inspections are undertaken by the Care Inspectorate, Scottish Fire & Rescue and Environmental Health.



Supporting Information

For further information about working with Bon Accord Care, please visit our website www.bonaccordcare.org and you may wish to read the following documents:

- [Strategic Plan 2023-26](#)
- [Bon Accord Care Annual Impact Report 2022/23](#)
- [BAC Financial Report 2022/23](#)
- [BASS Financial Report 2022/23](#)

About Aberdeen

Aberdeen lies at the heart of a region recognised for its quality of life. It's a city which effortlessly combines the benefits of metropolitan life with a range of sporting activities and outdoor pursuits as well as easy access to the stunning scenery of Royal Deeside and the beautiful North East coast.



Arts and Culture

Along with a fantastic range of first class shops, hotels and restaurants, the city has a varied cultural scene, so you're sure to find something to interest you. We have an exciting calendar of events throughout the year including our award winning festival of light 'Spectra'; street art festival 'Nuart'; and 'TrueNorth' music festival – to name a few! His Majesty's Theatre and the Music Hall attract a range of West End shows and famous names and our art gallery and museums hold some of the finest collections in Scotland.



Sports and the Outdoors

If you enjoy sports and the great outdoors, there are a number of sporting facilities within the city, including Aberdeen Sports Village, Beach Leisure Centre, Transition Extreme and Aberdeen Snowsports Centre. And if golf's your game, there are a great variety of golf courses both within and around the city. Our parks and gardens are second to none and if you venture further afield, you'll find we're an easy drive to the Cairngorm Mountains for walking or skiing, while Royal Deeside, the North East coast and whisky and castle trails are just as accessible.



Schools and Universities

Aberdeen has an excellent range of educational facilities from nursery, primary and secondary schools to further and higher education institutions. We are proud to offer two of Scotland's most successful and well-respected universities. The University of Aberdeen is Scotland's third oldest university. It is located in the picturesque and historic area of Old Aberdeen and attracts students from around the world, whilst the Robert Gordon University is described as modern and dynamic and is consistently ranked amongst the UK's top universities. North East Scotland College, one of Scotland's largest and most successful colleges is a key partner in completing our top-class city offering.





Living in Aberdeen

We have a variety of housing options within the city centre, suburbs and rural areas with a choice of properties ranging from traditional granite flats and townhouses to new-build properties or unique cottages and farm steadings. For more information, please visit www.aspc.co.uk



Transport

Aberdeen is fortunate to have an excellent transport network as well as a high standard of accessible public transport services across the city and to the surrounding areas of Aberdeenshire. The city is also well served by frequent bus and train links south to Edinburgh, Glasgow and beyond, as well as north to Inverness and the Highlands. Aberdeen International Airport is just a 15-minute drive from the city centre and offers extensive domestic and international flights.



Health

We're proud to offer first rate healthcare provision - within Foresterhill, Europe's largest Health Campus; NHS Grampian's largest hospital, Aberdeen Royal Infirmary; a new Emergency Care Centre; the state-of-the-art Royal Aberdeen Children's Hospital; Aberdeen Maternity Hospital and the University of Aberdeen's School of Medicine and Dentistry.



The Role

Managing Director - Bon Accord Care

£116,223 per annum

Responsible for leading the delivery of the strategic objectives of the Bon Accord Care Board through the execution of business plans and policies having due consideration to the effective alignment of the business objectives of the Bon Accord Care Group of Companies. You'll lead, manage and direct the Bon Accord Management team, providing effective strategic and inspirational leadership to the company and its employees.

You'll lead the development and growth of new commercial services to adults which focus on choice and control for service users / customers and seek out further opportunities for the integration of health and social care services in the City of Aberdeen. Delivery of Bon Accord Care aims and objectives will require integrated working with all our partners across the city and beyond. This is a time for change and, in partnership with

Aberdeen City Council and the Aberdeen City Health and Social Care Partnership, we can create the optimum environment required to deliver better outcomes in health and social care for the people of Aberdeen. These ambitions will be achieved through our committed workforce and with our partners at all levels. It is, therefore, an important and exciting time to join us.

Educated to degree level or equivalent in a relevant discipline and / or with significant experience, you'll come to us with a strong track record and demonstrable leadership experience within a customer facing organisation or business area delivering a complex range of activities, ideally within a public sector health or social care environment. You'll also have demonstrable experience of leading transformational change programmes as well as experience of decision making in a complex environment.

For detailed information about the role, please see the job profile. <https://bonaccordcare.org/media/510901/jp-bac-managing-director-april-24-3.pdf>



How to Apply

We hope that you have found the information in this pack useful and informative and that we have inspired you to make your application.

If you would like to discuss the role, please contact: **Peter Murray, Chair of the Board**, by email on petermurray61@outlook.com

To apply, please visit: [Managing Director - Bon Accord Care](#)

Selection Process Timetable

Closing Date:

Sunday 19th May 2024

Shortlisting:

W/C 27th May 2024

Assessment Centre and Appointment Panel Interviews:

W/C 10th June