

Camden Integrator: Camden Federations & UCLH NHS Foundation Trust

Associate Programme Director Band 8D

18 months fixed term contract

1. Background

Camden Federations and UCLH were nominated in August 2025 as the Integrator for Camden Neighbourhood Health and confirmed by NCL ICB. The role of the integrator plays a vital role in achieving the national objective of shifting care from acute to community settings, with an emphasis on prevention. It provides leadership, coordination, and operational delivery across the four pillars of NCL's health and care landscape. Camden's Integrator is accountable to Camden Borough Partnership for refining and delivering the neighbourhood model.

Specific responsibilities include:

- Leadership & infrastructure
- Delivery and coordination
- Change management
- Evaluation & accountability

2. Summary job purpose

The Associate Programme Director is responsible for shaping and implementing the Camden Neighbourhood Integration Programme working with the Integrator Executive and Borough Partnership. The Associate Director will lead the development of the neighbourhood plan working with partners and the associated delivery programme monitoring impact.

Responsible to: Deputy Director of Strategy UCLH NHS Foundation Trust

Accountable to: CEO Camden Health Partners & Director of Strategy UCLH NHS Foundation Trust

Location: Hybrid: home working and 250 Euston Road, NW1 2PG

3. Main responsibilities

Leadership and Infrastructure

1. Coordinating resource allocation and deployment to neighbourhoods.
2. Supporting the delivery of NCL-wide enablers (e.g. digital, analytics, workforce, estates) tailored to local needs.

3. Developing and implementing tools to support integrated working, workforce development, and co-location.

Delivery and Coordination

1. Support design and delivery of the NCL Neighbourhood Care Model across all four pillars
2. Support partnership development to co-create community-led services.
3. Support development of a delivery infrastructure including finance, governance, workforce, and performance management.
4. Work with ICB and Camden Council colleagues to develop PHM data to support planning, delivery, and capacity modelling.
5. Collaborate on the development and completion of an NCL neighbourhood dashboard
6. Facilitate relationship-building forums with partners (e.g., PCNs, VCSE, community pharmacy).

Change Management

- Drive transformation and alignment towards neighbourhood model outcomes.
- Lead communication and change management strategies with partners.
- Support engagement with communities and the public in development of Camden neighbourhoods.
- Support governance evolution and iteration in partnership with system leads.

Learning, Evaluation and Accountability

- Lead on reporting to Borough Partnership on milestones and outcomes.
- Lead on developing metrics, evaluation methods, and KLOEs for neighbourhood model and integrator function.
- Participate in system-wide learning and evaluation processes.

4. Person specification

Factors	Criteria	Assessment method
Education/Qualifications		
Essential	Masters degree or equivalent experience showing ability to understand & resolve complex and practical challenges	AF/II/C
Desirable	Health and social care qualification	
	Management qualification	
Experience		
Essential	Significant senior transformational change in challenging resource environment	AF/IV
	Significant experience is strategic service improvement and/or performance management in public sector	
	Excellent track record of working across organisations to achieve significant change and improve service outcomes particularly in health and social care	
	Experience in stakeholder management including working with the voluntary sector	
	Experience in developing strategic and service plans and delivering work programmes	
	Understanding health provider and local authority environment	
	Experience of developing business cases	
Skills & Knowledge		
	Understanding of national policy relating to integration and neighbourhood health	AF/IV
	Understanding of political agenda for health and social care	
	Understanding the broader strategic and policy context for health and social care services in Camden	
	Clear understanding of population health management and reducing health inequalities in Camden	
	Communicate effectively orally and in writing	
	Essentials of programme management	
Key attributes		
	Excellent influencing skills and demonstrate professional credibility	AF/IV
	Capacity to think strategically and think whole systems	
	Ability to analyse complex problems including options appraisal	
	Change management and organisational development skills	
	Evidence of integrity, objectiveness and fairness	
AF = application form C= certificate IV= interview		