Commissioning Manager

Grade 12

Our Vision

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

* Have access to more good jobs and share the benefit of economic growth
* Live in thriving and sustainable communities
* Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

* Ambitious – We are ambitious for our communities and citizens
* Courageous – We recognise our challenges and are prepared to make   
  courageous decisions
* Empowering – We empower and support our people by giving them   
  the opportunity to do their jobs well.

About the Service

Health and Care covers 3 defined areas of work:

1. Public Health and Prevention

2. Adult Social Work and Safeguarding

3. Care Commissioning

**About the Role**

This post will assist Consultants in Public Health or Lead Commissioners by providing specialist advice and support in all elements of commissioning, needs assessment and service design to achieve better outcomes. Although working to a care group or public health specialism, the post holder will be expected to be flexible across all care groups and specialisms and ensure that cross cutting issues are identified and developed.

This role will be required to work across all Public Health and Prevention functions and with a wide variety.

Reporting Relationships

Responsible to: Lead Commissioner – Public Health Commissioning

Responsible for: n/a

Key Accountabilities:

1. Assisting the Lead Commissioner or Consultant in Public Health with strategic planning and redesign of Health and/or Care services and the commissioning of services, actively developing and managing the provider market to meet gaps in provision.
2. Developing commissioning intentions and delivery plans ensuring all strategies and services are designed to reflect national targets and local priorities. Ensuring adherence to required standards and good practice and monitoring progress against targets escalating as appropriate and mitigating actions.
3. Improving outcomes for people by commissioning effective services, through establishing good working relationships with providers, carrying out the implementation arrangements of commissioning strategies, participating in formal Boards and inter-agency working groups related to service planning and joint service development, and contributing to the development of inter-agency strategies and plans as appropriate.
4. Leading consultation processes with stakeholders, carers and service users, and providing advice, guidance and support to maximise engagement in development and implementation of designated services.
5. Working with the procurement and quality assurance teams to manage a diverse range of service level agreements and legal contracts, ensuring milestones for agreeing contracts are planned for and met through reviews.
6. Undertaking strategic needs assessment for the purpose of developing, reviewing and updating strategies, and to provide local analysis of need to SCC and CCGs as required.
7. Providing expert support and advice in dealing with critical incidents, investigations and initiatives to ensure a positive outcome, and to governance boards relating to health and/or care.
8. Supporting the Consultant in Public Health or Lead Commissioner in regard to Serious Untoward Incidents or other quality concerns.
9. Supporting the Consultant in Public Health or Lead Commissioner in carrying out formal reviews of health and care services and leading the annual work plan of Boards and workstreams as required.
10. Providing information and research as required for external regulatory and inspection bodies such as the Care Quality Commission and Monitor.

**Professional Accountabilities:**

The post holder is required to contribute to the achievement of the Council objectives through:

**Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

**People Management**

Engaging with People Management policies and processes

**Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

**Climate Change**

Delivering energy conservation practices in line with the Council’s climate change strategy.

**Health and Safety**

Ensuring a work environment that protects people’s health and safety and that promotes welfare, and which is in accordance with the Council’s Health & Safety policy.

**Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

**Person Specification**  A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

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| **Minimum Criteria for Disability Confident**  **Scheme \*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications/Professional membership**   * Degree or equivalent, professional qualification or other evidence of considerable analytical abilities * Demonstrate commitment to continuing professional development | A/I  A/I |
| **employer_small** | **Knowledge and Experience**   * Demonstrable a minimum of 3 years strategy and commissioning experience in a relevant field affiliated to health and social care for example in one of these areas : health protection/outbreak management; public health; health and care; NHS; NHSE; PHE; environmental health; trading standards; statistic/population management/insight * Knowledge of public sector, social care and health and NHS policy, services and legislation * Knowledge of the planning and delivery of services in relation to Health and/or Adult Social Care * Knowledge of the roles of local authority departments, CCGs, Provider Trusts, Health Services and voluntary organizations * Knowledge of inter agency financial and decision making * Understanding of business planning and performance management * Understanding of the range of methods available to engage service users, carers and patients * Experience of commissioning effective services in a multi-agency environment * Experience of developing business cases for alternative models of service delivery * Experience of developing strategies and services in partnership with customers and stakeholders * Experience of managing and/or motivating staff and colleagues to achieve maximum potential * Experience of undertaking needs assessment work and understanding of variety of techniques which can be used * Experience of designing, delivering and managing service and culture change * Experience of using IT systems to gather, analyse and present information | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I |
| **employer_small** | **Skills**   * Ability to analyse complex facts or situations, interpret or compare a range of options and translate into practical advice * Ability to work in a complex environment and network across organizational boundaries * Ability to translate and interpret complex data and legislative documents into policy and practice * Time management skills with the flexibility to adapt to changing workload demands * Excellent written and oral communication skills including the ability to prepare and present reports and to communicate with staff/service users at all levels * Effective planning and project management skills * Excellent interpersonal skills including the ability to form effective working relationships with colleagues and partners and be able to work as part of a team * Ability to advise appropriately in accordance with policies and legislation * Persuasive, influential and motivational skills * Proactive approach to problem solving and the ability to develop innovative solutions * Ability to deliver training sessions, presentations and workshops * Ability to work with elected members, board members and senior staff from internal and external organisations * Commitment to ongoing personal development * This post is designated as a casual car user | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I |

**employer_small** If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting

Talent & Resourcing Team 01785 278300