

## Technical Specialist (Tier 4)

<b>Directorate:</b>	<b>People</b>
<b>Accountable to:</b>	<b>Strategy and Commissioning Manager – Integrated and Targeted Support</b>
<b>Accountable for:</b>	<b>Contributory responsibility of £189m across health and social care spend</b>
<b>Politically restricted post</b>	<b>No</b>

### Context

You will play an active role working with Delivery Leads & Lead Commissioners to deliver organisational and integrated system outcomes. You will actively support the incorporation of Warwickshire Care Better Together (WCBT) in the evolving Coventry and Warwickshire Health and Care Partnership. A key part of this role will be overseeing the WCBT Section 75 agreement including the financial components.

You will provide a high level of expertise in supporting the integration of health and care. You will design and shape solutions to achieve system delivery plans and commissioning intentions.

You will develop and maintain good working relationships with the range of key stakeholders including statutory partners, service providers, voluntary sector and customers.

### Specific role assignment

<b>Subject Area responsibilities</b>	<b>Integrated Partnership Manager</b>  Contributory budget of £189 million: £56m (WCC - £15m) - pooled contribution; and £133m (WCC - £60m) - aligned budget  Grade: Hay F  Permanent
<b>Statutory responsibilities (if applicable)</b>	To ensure compliance with statutory responsibilities and reporting, and local governance arrangements relating to health and care integration.
<b>Specific experience</b>	<b>Managing Change</b> <ul style="list-style-type: none"><li>• Lead, develop and implement integrated / joint plans.</li><li>• Working with partner agencies to achieve whole system change.</li><li>• Active participation in the implementation of the new System Health and Care Plan.</li><li>• Working with commissioners, programme and project managers to manage change programmes.</li><li>• Interpret and implement vision for change, meeting</li></ul>

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	<p>specific deliverables and project benefits.</p> <ul style="list-style-type: none"> <li>• Understand complex systems, understand interconnections and impact upon demand.</li> </ul> <p><b>Enabling activity</b></p> <ul style="list-style-type: none"> <li>• Working with senior leaders and first line managers to change, systems and approaches to commissioning and practice across health and care.</li> <li>• Lead change initiatives to pilot new ways of working.</li> <li>• Implement and embed practice change.</li> </ul> <p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Lead the governance arrangements relating to the approval of integrated plans ensuring statutory, and local responsibilities and requirements are complied with.</li> <li>• Critically assess complex information to inform evidence-based decision making.</li> <li>• Communicate complex information in a clear and simple manner.</li> </ul>
<b>Specific qualifications/and registration</b>	<ul style="list-style-type: none"> <li>• Degree level qualification or equivalent</li> </ul>
<b>FTE responsibility (line management)</b>	Will matrix manage a small number of staff as appropriate to deliver expected outcomes but will influence others to deliver change.
<b>Key stakeholder relationships</b>	<p>System wide relationship management including:</p> <p><u>Local Authorities</u> Strategic and Assistant Directors, Strategy and Commissioning Managers, Service Managers, Lead Commissioners and Operations Managers or equivalent.</p> <p><u>NHS</u> Clinical Commissioning Groups, acute and mental health trusts.</p> <p>National and regional health, care and housing partner agencies, organisations and regulatory authorities such as NHS England and the Ministry for Housing, Communities and Local Government.</p>

## Generic capabilities of the role

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Generic Capability	Descriptor
Strategic thinking & planning	<ul style="list-style-type: none"> <li>• Identification and design of solutions to meet business requirements for the system and service(s)</li> <li>• Contribute to short term (1 year) and medium term (3 year) strategies and plans to manage system demand</li> <li>• Use of insight, best practice and research to achieve system and service outcomes</li> </ul>

- Contribute to the further development of Warwickshire Cares Better Together and implementation of the Coventry and Warwickshire health and care system plan (2019/20 to 2024/25).
- Contribute to the commissioning intentions, key business measures and plans based on demand for the short term (1 year) and medium term (3 years).
- Contribute to the 1 year delivery plan in conjunction with the delivery teams.
- Contribute to the development of policies and practice changes.
- Ensure that insight, best practices, market research and trends are considered in the commissioning intentions.
- Create, identify and respond to opportunities to support the delivery of organisational and wider system outcomes.
- Encourage the development of new solutions to meet future organisational needs.
- Understand, articulate and implement best practices related to area of expertise.

Generic Capability	Descriptor
Innovation & change	<ul style="list-style-type: none"> <li>• Focus on new ideas, improvement and innovation</li> <li>• Problem solver</li> </ul>

- Undertake periodic system review(s) identify areas of improvement, emerging thinking, legislative / regulatory changes.
- Shape long term solutions to meet service requirements.
- Support the development of options appraisals to assess the most suitable means of achieving service outcomes.
- Provide expert advice to those engaged in activities where the technical specialism is applicable
- Solve complex technical problems effectively and quickly, via insightful diagnosis.
- Act as an agent and leader of change.

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- Demonstrate active engagement in improving organisational performance.

Generic Capability	Descriptor
Influence & relationship management	<ul style="list-style-type: none"><li>• Relationship development and management</li><li>• Influence and shapes integrated working and system thinking</li><li>• Thought leader</li><li>• Collaborative working</li></ul>

- Develop and maintain professional networks.
- Support the development of key partnerships.
- Increase the expertise of others to apply specialist knowledge leading to increased organisational capability.
- Support any required consultation activities.

Generic Capability	Descriptor
Finance & commercial	<ul style="list-style-type: none"><li>• Effective budget setting and monitoring.</li><li>• Contract negotiation and commercial partnership management.</li><li>• Quality monitoring and measurement.</li><li>• Oversight of partnership related contracts (eg. section 75 arrangements), set up, establishment and ongoing monitoring.</li></ul>

- Manage budgets in line with commissioning outcomes, including commercial and trading targets.
- Take action where the performance is unsatisfactory.
- Ensure compliance to the specific statutory, compliance, contract, practice and performance frameworks.

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### WCC values and behaviours

The post holder must be able to demonstrate that they role model the WCC values and behaviours.

### Our Values – The Warwickshire DNA



### Our Behaviours



**Strategy...** the direction we will take to achieve our outcomes



**Plan...** what we will do to achieve the strategy



**Commissioning...** the process of how we will plan, purchase and monitor our services



**Strategic Commissioning...** the process for understanding, planning and delivering services to achieve the best outcomes



**Operational Commissioning...** the process for meeting need at an individual level or to a specific group



**Delivery...** providing services to our customers



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