

Technical Specialist (Tier 4)

Directorate:	People
Accountable to:	Strategy and Commissioning Manager – Integrated and Targeted Support
Accountable for:	Contributory activity relating to spend on children and adults with disability - approx. £80m
Politically restricted post	No

Context

You will work across the council and wider system partners to support a review of operating models to meet the needs of children and adults with disabilities and to oversee implementation of associated recommendations and project management approaches.

You will work with system leaders and business intelligence; using data to understand the complex needs of children, young people and adults with a disability and their parents and carers. You will use data and feedback to complete demand and resource mapping and design and shape solutions for the effective delivery and commissioning of services in the future. This may include proposing and delivering change to current operating models to provide an efficient journey and service offer for disabled children and adults.

Your work will be directed by a multi-disciplinary board chaired by the Strategic Director People.

As the technical specialist you will provide a high level of expertise in your professional discipline.

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

Specific role assignment

Subject Area responsibilities	All Age Disability Transformation Lead Contributory budget of approximately £80 million Grade: Hay F Fixed Term: 12 months
Statutory responsibilities (if applicable)	To ensure compliance with statutory responsibilities
Specific experience	Managing Change <ul style="list-style-type: none">• Whole system review.• Lead, develop and implementing plans.• Working across the council and with partner agencies to

Technical Specialist (Tier 4)

	<p>achieve whole system change.</p> <ul style="list-style-type: none"> • Working with delivery leads, commissioners, programme and project managers to manage change programmes. • Interpret and implement vision for change, meeting specific deliverables and project benefits. • Understand complex systems, understand interconnections and impact upon demand and practice. <p>Enabling activity</p> <ul style="list-style-type: none"> • Working with senior leaders and first line managers to change, systems and approaches to delivery and commissioning practice across health and care. • Lead change initiatives to pilot new ways of working. • Implement and embed practice change. <p>Governance</p> <ul style="list-style-type: none"> • Lead the governance arrangements relating to the approval of change plans ensuring statutory, and local responsibilities and requirements are complied with. • Critically assess complex information to inform evidence-based decision making. • Communicate complex information in a clear and simple manner.
Specific qualifications/and registration	<ul style="list-style-type: none"> • Degree level qualification or equivalent • Programme Management qualification eg. MSP or equivalent
FTE responsibility (line management)	Will matrix manage a small number of staff to deliver expected programme but will influence others to deliver change.
Key stakeholder relationships	<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 education partner agencies, organisations and regulatory authorities such as NHS England and the Ministry for Housing, Communities and Local Government.</p>

Technical Specialist (Tier 4)

Generic capabilities of the role

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

- Contribute to the further development and implementation of the WCC Transformation Programmes.
- 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..
- 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">• Focus on new ideas, improvement and innovation• Problem solver

- 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.

Technical Specialist (Tier 4)

- Act as an agent and leader of change.
- Demonstrate active engagement in improving organisational performance.

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

- 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">• Effective budget setting and monitoring.• Contract negotiation and commercial partnership management.• Quality monitoring and measurement.• Oversight of service/contracts set up, establishment and ongoing monitoring.

- 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.
- Support the Delivery Manager/s in set up, establishment and management of new teams and/or contracts.

Technical Specialist (Tier 4)

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



Technical Specialist (Tier 4)

