

Technical Specialist (Tier 4)

Directorate:	People
Accountable to:	Strategy and Commissioning Manager – Specialist Provision
Accountable for:	TBC
Politically restricted post	No

Context

You will play an active role working with Delivery Leads & Lead Commissioners to deliver our organisational development and commercial outcomes. You will actively support the identification and development of capital investments and programmes to support the delivery of social care priorities, sustainability of the care market and revenue efficiencies in delivery budgets.

As the technical specialist you will provide a high level of expertise in your professional discipline. You will design and shape solutions to achieve the service and commercial delivery plans and commissioning intentions.

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

Specific role assignment

Subject Area responsibilities	Development Technical Specialist Grade: Hay F 2 years Fixed Term
Statutory responsibilities (if applicable)	To ensure compliance with statutory responsibilities.
Specific experience	Managing Change <ul style="list-style-type: none">• Lead, develop and implement development plans.• Working with partner agencies to achieve whole system change.• Working with 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 practice. Enabling activity

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	<ul style="list-style-type: none"> Lead development and 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 development plans ensuring statutory, and local responsibilities and requirements are complied with. Critically assess complex information to inform evidence-based, invest to save proposals and 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 including:</p> <p><u>Local Authorities</u> Strategic and Assistant Directors, Strategy and Commissioning Managers, Service Managers, Lead Commissioners and Operations Managers or equivalent, District and Borough Council Housing Departments.</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> <p><u>Provider Market</u> Independent care providers, voluntary and community sector organisations, housing developers</p>

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 service(s) Contribute to short term (1 year) and medium term (3 year) strategies and plans to meet demand Use of insight, best practice and research to achieve commercial and service outcomes

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- Contribute to the commissioning intentions, commercial strategy, 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 commercial and development plans.
- 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 review(s) of technical specialism to maintain market awareness, identify areas of development and 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 and commercial ambitions.
- 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.
- 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 development plans.• Thought leader• Collaborative working

- Develop and maintain professional networks.
- Support the development of key partnerships.

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- Increase the expertise of others to apply specialist knowledge leading to increased organisational capability.
- Support any required consultation activities.
- Support the shaping, influencing and development of the market.

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 contract set up, establishment and ongoing monitoring.

- Manage budgets in line with commissioning outcomes, including commercial and trading targets.
- Develop and implement evidence based, financially robust development proposals to support effective and efficient delivery of social care.
- Take action where the performance is unsatisfactory.
- Ensure compliance to the specific statutory, compliance, contract, practice and performance frameworks.
- Support the Delivery Manager or Lead Commissioner in the set up, establishment and management of new contracts.
- Manage the decommissioning of contracts where applicable.

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



High performing



Collaborative



Customer focused



Accountable



Trustworthy

Our Behaviours

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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

