

Job profile

Job Title:	Strategy and Commissioning Manager – Health, Wellbeing and Self-care
Directorate/Group:	People
Accountable to:	Assistant Director of People (with professional/clinical accountability to Director of Public Health)
Politically restricted post	Yes
Grade	Tier 3 B - £70,573 - £77,999

Part A - Generic job purpose and capabilities

You will play an active role as part of our senior leadership team working in partnership with our Delivery Managers and Public Health Consultants to deliver our organisational outcomes. You will support the Assistant Director and Strategy and Commissioning Managers in achieving Warwickshire County Council's (WCC's) vision and outcomes through integrated planning and the flexible use of resources. You will report on delivery of outcomes to stakeholders including elected members and other council officers.

You will support the Assistant Director of People in leading, developing and managing WCC's commissioning approach working as part of the Coventry and Warwickshire Integrated Care System. You will ensure we commission services and activities that contribute to Warwickshire's outcomes. You will ensure that our commissioning intentions are clearly defined, aligned to our new operating model and our Council Plan. You will develop and maintain good working relationships with our range of partners.



Generic competencies for Strategy and Commissioning

Generic Capability	Descriptor
Strategic thinking & planning	<ul style="list-style-type: none"> • Identification of business requirements against need • Formulating medium term (1-3 years) strategies and plans to meet demand • Use of insight, best practice and research to inform commissioning intentions

- Define the required commissioning intentions and plans based on service* demand for 1-3 years.
- Contribute to the design of the 1-3 year delivery plans.
- Contribute to the development of policies to achieve the commissioning intentions.
- Ensure that insight, best practice, market research and trends are considered to improve the provision of services.
- Ensure the best use of resources to achieve the commissioning intentions.

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

- Manage periodic review(s) of commissioned services to evaluate outcomes and performance in order to consider improvements required.
- Develop options appraisals to assess the most suitable means of delivering the commissioning intentions.
- Ensure the right provider is commissioned to achieve our objectives through a mixed economy of internal and external suppliers.
- Work in collaboration with the Service Managers and Commissioning Support Unit, to put in place frameworks to monitor and manage quality performance of commissioned services.

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

- Allocate service(s) budgets in line with commissioning outcomes, including commercial and trading targets.
- Address through taking action where the performance of providers is not satisfactory.
- Contribute to the specific contract measurement framework.
- Contribute to the specific statutory, compliance, practice and performance.
- Support the Service Manager in contract set up and establishment.
- Manage the decommissioning of contracts where applicable.

Generic Capability	Descriptor
Influence & relationship management	<ul style="list-style-type: none"> • Collaborative working • Relationship development and management • Influence and shapes the market

- Build and maintain effective relationships with key stakeholder groups eg Senior Leadership, Strategy and Commissioning Managers, Service Managers, Members, Partners and Commercial providers.
- Ensure the appropriate consultation activities are undertaken and effectively managed.
- Play an active role in shaping and influencing the market.

Generic leadership competencies

Capability	Descriptor
People leadership	<ul style="list-style-type: none"> • Drives and motivates to maintain high performance • Deals with performance issues

- Enable a high performance culture where innovation and creativity is encouraged and rewarded.
- Identify and develop the required capabilities of the team through effective talent management planning.
- Address performance issues within the service.

Capability	Descriptor
Management of resources & planning	<ul style="list-style-type: none"> • Effective budget management • Monitors quality performance framework • Works across organisational boundaries • Effective service design

- Effective management of service budget and associated savings.
- Develop and manage a highly effective strategy and commissioning team/function.
- Identify the capacity of the strategy and commissioning team through effective workforce planning.
- Contribute to the WCC's 1-3 year medium term financial plan, including income targets where applicable.
- Manage the quality assurance framework for the team/service.
- Develop and implement integrated working across services of WCC.

Capability	Descriptor
Organisational leadership & resilience	<ul style="list-style-type: none"> • Implements organisational wide change • Role model of modern working principles • Focus on continuous improvement

- Communicate a clear vision of strategy and commissioning and its objectives to enable key stakeholders to understand and contribute to the context and direction of the service.
- Provide visible leadership and support teams through organisational change.
- Role model of modern ways of working.
- Act and operate corporately across WCC adopting a one council approach.
- Act as a positive role model for WCC's values and behaviours at all times.
- Represent the interests of the Council on external bodies and networks.
- Ensure adequate business continuity plans are in place.

Part B - Portfolio requirements

Strategy and Commissioning Manager – Health, Wellbeing and Self Care

Strategy and Commissioning responsibilities	<p>Leading the commissioning of Health, Wellbeing and Self Care services with a focus on:</p> <ul style="list-style-type: none">• Maintaining and Promoting Independence• Lifestyle and Prevention• Family Wellbeing <p>Ensuring services that are commissioned demonstrate delivery of outcomes for vulnerable people in Warwickshire.</p> <p>Leading the identification and implementation of appropriate public health outcome measures, care pathways/protocols and guidelines for service delivery across patient pathways for the local population.</p> <p>Co-producing, developing and delivering commissioning strategies and leading on all aspects of the commissioning cycle for Health, Wellbeing and Self Care.</p> <p>Coordinating the analysis of complex performance, capacity and demand, clinical and professional outcomes and public health information, to identify areas for collaboration in redesign; and identify/evaluate options for change with recommended preferred options.</p> <p>Leading commissioning of integrated Health, Well-being and Self Care services with and on behalf of health/NHS and other partners.</p> <p>Taking a strategic leadership role in specified areas with local communities and vulnerable and hard to reach groups; helping them to take action to tackle longstanding and widening health inequality issues, using asset based approaches as appropriate.</p> <p>Leading commissioning of evidenced based services in line with the Institute of Public Care commissioning cycle.</p> <p>Commissioning services within the available budget, whilst promoting needs led and personalised care and support.</p> <p>Holding delivery and externally commissioned services to account for performance and outcomes.</p> <p>Ensuring the Council's Commissioning Support Unit assist with the delivery of the commissioning cycle; with a focus on Insight, Procurement, Quality Assurance and Improvement and Contract Management.</p> <p>Facilitating and shaping a vibrant and sustainable market and workforce to enable the delivery of commissioned social care, education services and health support.</p>
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	Undertaking audit and research work as required either leading or coordinating.
Statutory responsibilities <i>(if applicable)</i>	<p>Commission services that are compliant with Care Act and Children and Families Legislation and meet out Public Health statutory duties.</p> <p>Work in support of the Coventry and Warwickshire Integrated Care System</p> <p>Support market facilitation and shaping.</p> <p>Ensure that there is an effective Council response to market failure in line with the Care Act.</p> <p>Deliver integrated commissioning arrangements as defined in the Care Act, Children's and Families Act, Health and Social Care Act and NHS Long Term Plan.</p>
Specific experience/qualifications/registration	<p>Significant experience of leading the commissioning of services for people across health and social care at a senior level, with management experience obtained working within a provider setting or equivalent experience.</p> <p>Significant experience of the effective management of people/teams projects and budgets.</p> <p>Demonstrable experience of commissioning services in partnership with people that use them and the wider community.</p>
Budget responsibility	<p>For all commissioned service activity related to this area. Approx £25 million</p> <p>This includes a significant proportion of Warwickshire's Public Health Grant</p>
FTE responsibility (line management)	Approx 16
Key stakeholder relationships	<p>Effective working relationships with the CEO, Strategic Directors, Assistant Directors (Strategy, Commissioning and Delivery), Public Health Consultants, Strategy and Commissioning and Service Managers across the council.</p> <p>Strong partnership development with the people that use services, the wider community and Council members that represent their interests.</p> <p>Key partner relationship management with the following: Commissioned service providers, Council Delivery Services, CCG/ICS, PHE, NHSE Commissioning Support</p>

	<p>Unit, Voluntary and Community Sector, Secondary Care and Acute Services, Primary Care Services, Community Health Services, District and Borough Councils, Police and Probation Services, Youth Justice Services, Schools and other education services. Universities, Third Sector Collaboration across the STP and region, to support the delivery of aligned commissioning intentions.</p>
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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

