

JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Adult Care & Community Wellbeing

Job Ref Number:

Service Area: Strategic Commissioning

Grade: 14

Job Title: Strategic Commissioning Manager

PURPOSE OF JOB:

The Adult Care Strategic Commissioning Manager is responsible for leading strategic outcomes based commissioning of adult care services, ensuring high-quality, sustainable and value-for-money provision that meets current and future needs. The post holder will lead the development and delivery of evidence-based commissioning strategies, translating strategic intent to outcomes based delivery, prioritising an approach underpinned by collaboration and co-production. The role is pivotal to driving transformation, market sustainability and improved outcomes in line with statutory duties, national policy and local priorities.

The post holder will discharge statutory duty by ensuring oversight of whole care market, commissioned and non commissioned, regulated and non regulated, through effective strategic commissioning approaches, which support market sustainability and diversification, demonstrating innovation and excellence in Adult social care commissioning.

The post holder will maximise strategic partnership levers and effective deployment of commissioners, to deliver commissioning activities, achieving a balanced budget, whilst creatively drawing on a range of resources and assets, supporting sufficiency within the local care market and in turn the delivery of improved outcomes for people through a sustainable, quality Adult Social Care system.

To deputise for the Head of Strategic Commissioning and collaboratively operate across the strategic commissioning leadership tier, to collectively deliver a high performing strategic commissioning function. Translating strategic intent into commissioning strategies and delivering a sustainable, diverse, compliant and effective care market, realising benefits and delivering good outcomes across the Lincolnshire landscape.

TEAM STRUCTURE:



MAIN DUTIES:	
Strategic, Partner and System Leadership	
1	To align the vision, values, policies and priorities of Lincolnshire County Council and its partners, into a shared sense of direction and purpose, leading to the development and implementation of multi-agency commissioning strategies, ensuring integration and improvement of services.
2	Lead on the delivery of the Market Position Statement(s), market sustainability plans, strategic needs assessments and commissioning strategies, underpinned by demographic trends, legislative requirements, and financial constraints.
3	Operate collaboratively with Strategic Leads for Market Shaping, Procurement and Care Sourcing Contract and Assurance to: - Ensure all aspects of strategic commissioning activities meet necessary national, regional and local requirements in order to mitigate commercial, relationship, safeguarding, quality and other related risks. - Devise, implement and review commissioning strategies to ensure that there is sufficient capacity in the market to meet the Council's requirements and to ensure it discharges its legal responsibilities. - Devise, implement and review effective market support strategies and to find practical ways of delivering that support particularly to any contracted suppliers failing to meet the required performance standards.
4	Strategically influence the local care market, establishing productive working relationships across the whole care sector, to drive up quality, innovation and diversity, whilst delivering statutory duty.
5	Lead innovative approaches to the development of the commissioning of new services, with a focus on the needs of our local community, whilst improving joint commissioning locally and regionally, ensuring that all strategies are forward-focused and outcome driven.
6	Lead a whole system approach to tackling need, managing the market and ensuring the provision and oversight of a wide range of services, in collaboration with key stakeholders and underpinned by co-production and inclusivity.
7	Conduct complex negotiations across commissioned services with partners and the care market, to ensure the safe delivery of services, which demonstrate regulatory compliancy; value for money and positive outcomes for people.
8	Represent the council in strategic system forums and multi-agency partnerships, contributing to wider system transformation.
Market Management	
9	Lead the development of a dynamic market by highlighting gaps in current services, to understand, build and maintain market capacity, shaping service delivery now and in the future.
10	To strengthen and further develop relationships across independent, voluntary, and public sector partners which promotes participation and involvement in service design and review.
11	Work collaboratively with NHS partners, Integrated Care Boards (ICBs), voluntary and community sector organisations, and other local authorities to deliver future proofed, integrated and outcome-focused services.
Compliance, Risk, Governance	
12	To lead the development and implementation of service strategies and delivery plans to meet the Council's targets and objectives.
13	Ensure effective risk and issue management is maintained across all activities.
14	Act as a senior point of contact for high profile or complex cases requiring escalation or specialist intervention.
15	Ensure commissioning activity is compliant with the Council's governance, Standing Orders and financial regulations, the requirements of the Care Act and all other relevant legislation including the national Procurement legislation and processes.
16	To prepare, present and deliver reports, financial challenge and project documentation for relevant scrutiny panels, health and care system boards, committees, and Senior Managers.

People Leadership			
17	To ensure that the Service is appropriately organised and structured to meet the Council's statutory obligations.		
18	Lead the strategic planning, co-ordination, management and supervision of staff working on high value and complex commissioning projects/programmes.		
Transformation & Change			
19	Lead transformation activity to deliver innovation and new models of care in response to changing needs and policy direction.		
20	Lead on service specifications, which meet needs established in the Joint Strategic Needs Assessment and articulated in commissioning strategies and drive transformation outcome-based approaches to the delivery of care.		
21	Through effective leadership demonstrate a culture of strategic thinking and transformational commissioning, that delivers best value and improved outcomes for people.		
Finances and Budget			
22	To leverage budgets and optimise commissioning arrangements through facilitating service redesign and co-commissioning with other Local Authorities and commissioning organisations, as part of the Integrated Care System.		
23	Identify opportunities to realise cashable and non cashable benefits through driving innovation across commissioned services		
24	Collaborate on the development of pricing strategies, supporting the fair cost of care agenda and aligned to Council budget setting processes.		
25	Ensuring strategic commissioning activity is delivered within budgetary envelopes and agreed financial frameworks.		
Legislation			
26	To remain compliant with all relevant legislation, organisational procedures, policies and professional codes of conduct in order to uphold standards of best practice.		
27	Operate compliantly within the political landscape, legislative frameworks, regional and national drivers in delivering strategic commissioning portfolio activity.		
28	Ensure compliance across legislation and government guidance, through detailed knowledge of relevant adult social care legislation, regulation and national guidance including Care Act 2014, Health and Social Care Act 2008 and Local Authority Adult Care inspection regime.		
PERSON SPECIFICATION			
Requirements	Where identified*	Essential	Desirable
Educated to degree level and demonstrable senior level experience within an Adult Care or integrated commissioning function.	A	✓	
A recognised post graduate qualification in public sector commissioning	A	✓	
A recognised management qualification	A	✓	
Detailed knowledge and experience of operating within the regulation, which underpins Adult Social Care, such as the Care Act 2014.	A	✓	
Significant experience of developing and translating strategic commissioning intentions, into delivery plans and successfully implementing innovative.	A/IP	✓	

affordable commissioning solutions, underpinned by local and national priorities.			
A successful record of consistent achievement as a leader across strategic commissioning activity via the commissioning cycle methodology.	A/I/P	✓	
Ability to evidence effective outcomes through intelligence led market shaping, leading to the design and implementation of flexible, creative and imaginative approaches, underpinning continuous improvement.	I/P	✓	
Extensive experience in developing commercial partnerships with a range of stakeholders from a diverse supply base.	A/I	✓	
Significant experience of successfully managing a strategic service, including; people, budgets and performance	A/I	✓	
Demonstrable capability to lead and develop multidisciplinary teams, fostering professional development and a high performance culture.	A/I/P	✓	
Strong analytical and strategic planning capabilities.	A/I/P	✓	
Well developed communication and relationship management capabilities.	A / I / P	✓	
Demonstrable experience of managing and implementing change.	A / I / P	✓	
Robust understanding and ability to navigate financial systems and influence budgetary setting processes	I	✓	
Ability to assimilate, understand, analyse, interpret and communicate complex information and data to inform creative decision making.	A/I	✓	
Ability to influence others effectively.	A / I	✓	
Commitment to equity, diversity, inclusion and embedding social value opportunities across procurement decisions, underpinning inclusivity.	I	✓	

*A = Application form T = Test/Assessment I = Interview P = Presentation

GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness.

The postholder is expected to work to the Lincolnshire County Council Core Values and Behaviours and to carry out the duties in accordance with Lincolnshire County Council policies.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Safeguarding -. All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.