

Executive Recruitment Candidate Information Pack



Corporate Director Integrated Commissioning

Adults & Wellbeing Directorate

October 2026

WHERE
CAREERS
THRIVE



West
Northamptonshire
Council

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Welcome

Thank you for your interest in joining us at West Northamptonshire Council.

Established nearly six years ago, we are one of the country's newest councils and the fifth-largest unitary authority in the UK. We are proud of the strong start we have made and ambitious about making West Northamptonshire a great place to live, work, visit and thrive.

We are looking for an exceptional strategic leader for the role of Corporate Director Integrated Commissioning. Someone who can bring ambition, clarity and pace to this important portfolio. You will shape how we work with residents, communities, partners and providers to improve outcomes across adult social care, children's services, education and SEND, public health, housing and the wider health and care system.

Working across organisational boundaries, you will strengthen partnerships, improve quality and ensure our resources deliver the greatest possible impact. Your leadership will be central to our vision of Thriving People in Thriving Places, leading integrated commissioning in a way that is evidence-based, person-centred and focused on outcomes.

The successful candidate will play a key role in supporting our ambitions, helping us to tackle health and wider inequalities, support independence and wellbeing, and create the conditions for residents of all ages to flourish. You will work closely with elected members, senior colleagues, health partners, providers, the voluntary and community sector, and residents themselves to ensure that our commissioning approach is joined up, innovative and sustainable.

This is a rare opportunity to help shape the future of health, care and wellbeing across West Northamptonshire. This role offers the opportunity to make a real and lasting difference, and I am genuinely excited about the impact the right person can have.

If you share our ambition and are excited by what we can achieve together, I would be delighted to hear from you.

Warm Regards,

Martin Henry
Chief Executive



About West Northamptonshire

West Northamptonshire is a place with ambition, energy and momentum. Formed in 2021, we are a young council with a bold vision—to make our area the very best place to live, work, visit and thrive. We are proud of our heritage and excited about our future.

West Northamptonshire is an attractive, diverse and welcoming area to live and work, offering a blend of vibrant historic market towns, charming villages, beautiful rural landscapes and excellent national connectivity, all nestled in the heart of England. Northampton is our largest town and main urban area, located on the River Nene. It is also one of the largest towns in England without city status. The area includes a number of smaller historic and picturesque communities including the market towns of Brackley, Daventry and Towcester.

Also in West Northants is Silverstone Circuit, globally recognised as the heart of British Motorsport, home of the Formula 1 British Grand Prix and a year-round calendar of motorsport events including MotoGP, touring cars, and numerous community and corporate events. The area attracts hundreds of thousands of visitors annually and reinforces West Northamptonshire's reputation as the UK's motorsport heartland.

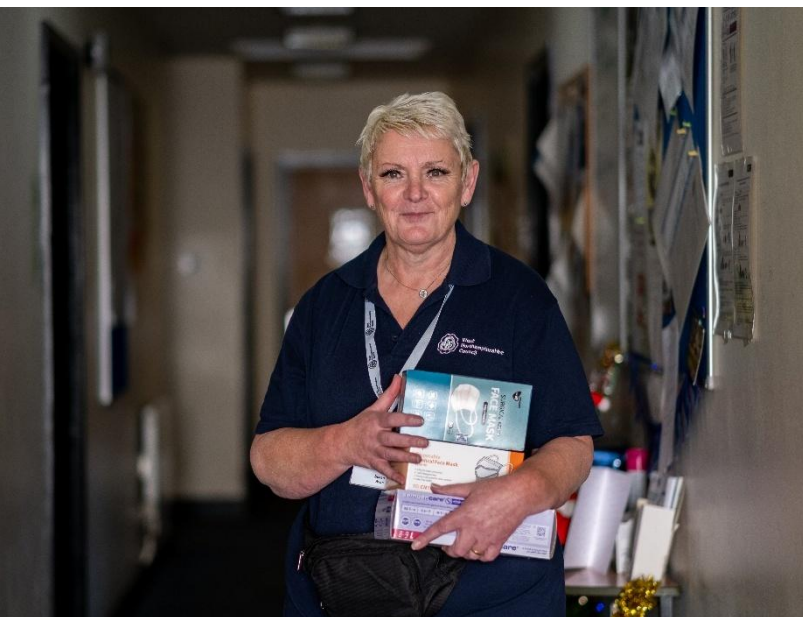


Beyond motorsport, our wider economy is well located, well connected and rich with potential.

West Northamptonshire offers excellent accessibility, benefiting from strong rail links into London, with direct services from Northampton to London Euston taking as little as 55 minutes. Strong road networks, including the M1, M40, A14 and A43, provide convenient access to London, Birmingham, Oxford, Cambridge and beyond, ensuring smooth travel for commuters and visitors.

For those who value lifestyle as much as employment, the combination of countryside walks, historic market towns, thriving local businesses, sporting excellence and national attractions makes West Northamptonshire an attractive and well-connected place to live, work and build a career and to enjoy a fulfilling way of life. Many of our senior leaders live locally and love the blend of affordability, green space, community and opportunity.

Why Join Us Now?



This is a rare opportunity to shape how care, health, education, SEND and housing services are commissioned across West Northamptonshire, improving lives from childhood through to later life. You will lead an ambitious, newly integrated service spanning Adult Social Care, Children's Services, Education and SEND, Public Health, Housing Commissioning and Finance Operations. With responsibility for around 80 colleagues and a significant budget, you will have the scope and influence to deliver lasting change across a broad and complex portfolio

Working with residents, elected members, health and care partners, Children's Services, Northamptonshire Children's Trust, education partners, housing colleagues, providers and communities, you will improve joined-up services, champion co-production and develop personalised approaches built around local need. You will help tackle major system challenges, including health inequalities, SEND reform, children's placement sufficiency, an ageing population, housing need, provider-market sustainability and the development of integrated neighbourhood teams.

You will join a council with ambition and momentum, where there is genuine appetite for innovation, partnership and transformation. Supported by committed colleagues and partners, you will have the opportunity to build high-performing teams, shape sustainable services and ensure resources deliver the greatest possible impact.

If you are an inclusive and collaborative leader who can bring people together, navigate complexity and turn ambition into better outcomes, this is your opportunity to make a difference across an entire place. Our political leadership is ambitious for change and keen to empower strong professionals to deliver. You will have the backing, the mandate and the opportunity to make your mark.



The Leader We're Looking For

We are looking for an ambitious, inclusive and collaborative leader who can unite people around a shared purpose and turn complex challenges into better outcomes for residents.

You will bring significant senior leadership experience across commissioning, social care, health, children's services, education, housing or another complex statutory environment. You do not need to be a specialist in every area, but must lead confidently across organisational and professional boundaries and connect commissioning effectively with operational services.

You will use evidence and population need to shape services, build strong partnerships and sustainable provider markets, oversee contract and performance management, manage substantial budgets and lead transformation while maintaining quality, safety, compliance and value for money.

A confident and credible communicator, you will influence elected members, partners, providers and communities and champion co-production and person-centred services. With strategic insight and the energy to deliver, you will create a high-performing culture, support innovation and inspire colleagues and partners to achieve more together.

[Hear more from our Chief Executive, in this short video](#)

Join us, and help our area truly THRIVE.

Ready



Our Vision, Values and Organisation

Our vision at West Northamptonshire Council is:

To make West Northamptonshire a great place to live, work, visit and thrive.

As Corporate Director, you will be central to bringing this vision to life.

We truly stand by this and work hard every day to make this a reality, and at WNC it's about our people. People who thrive with ambition, bring new ideas, demand better ways of working, care about every detail, and who never shy away from a challenge.

The [One West Northamptonshire Plan](#) is our vision for how organisations can work together over the next 5 years to make a real difference to people's lives. At its heart, this role turns the ambition of the One West Northamptonshire Plan into visible, tangible outcomes.

The Corporate Director will develop and champion a long-term, integrated commissioning vision, grounded in evidence, population need and lived experience. Working across the Council and with health partners, providers, residents and the voluntary and community sector, they will shape sustainable, high-quality and personalised services that improve outcomes, tackle inequalities and deliver greater value from our collective resources.

Our journey is guided by **our THRIVE values**:

T	Trust	We are honest, fair, transparent and accountable. We can be trusted to do what we say we will.
H	High Performing	we get the basics right and what we do, we do well. We manage our business efficiently.
R	Respect	we respect each other and our customers in a diverse, professional and supportive environment.
I	Innovate	we encourage curiosity, we are creative and seize opportunities to grow individually as an organisation and as an area.
V	Value	We continually strive for best practice and ways of improving existing procedures, practices and systems and thereby promoting efficiency and cost effectiveness
E	Empower	we believe in people, will listen, learn and trust them to make decisions. We help people to realise their ambitions.

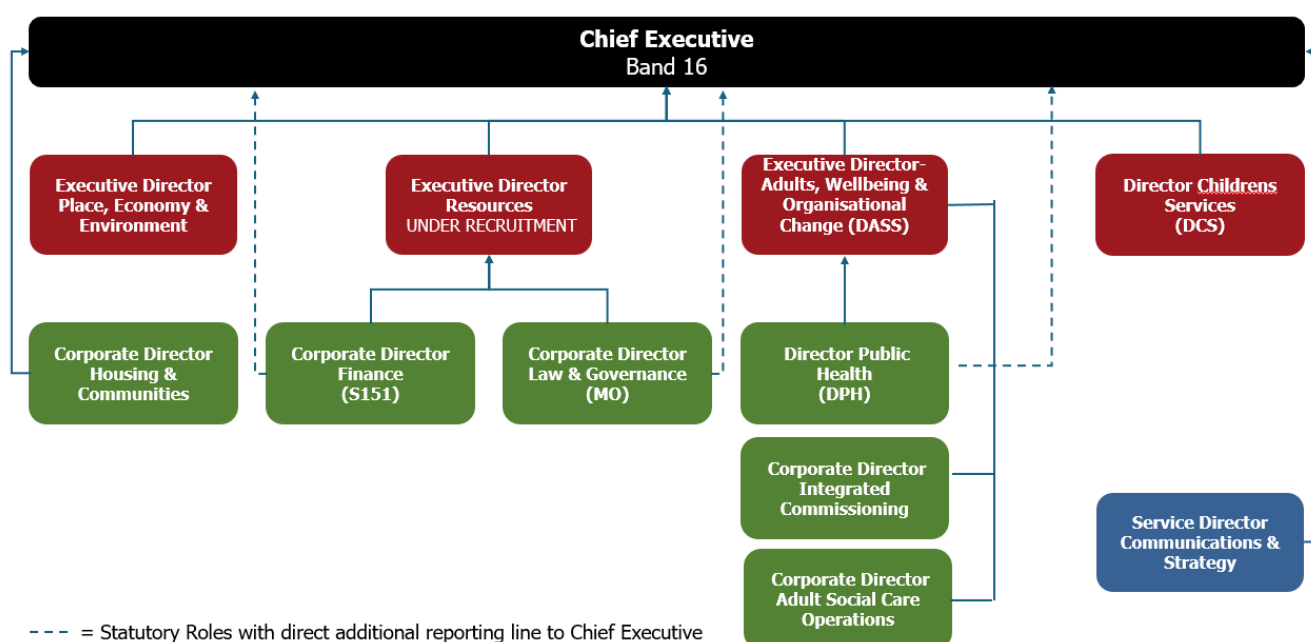
These shape our culture and define how we work together, they are more than words; they are the principles that underpin our decision-making, leadership, and service delivery.

Our organisational make-up

WNC directorates and areas of responsibility:



Structure Chart:





Recruitment Timetable

8 October 2026	Advertising Commences
1 November 2026	Advert closes
9-11 November 2026	Technical interviews (Virtual)
20 November 2026 onwards	Psychometric testing (Online)
30 November 2026	Interview day (One Angel Square, Northampton)