**Job Description**

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| Job Title: Strategic Lead for External Workforce Development  |
| POSCODE:  |
| Grade: P5 |

**Overall purpose of the job**

 To have lead responsibility for the delivery and transformation of strategic external workforce development, working with care providers to deliver improvements that will strengthen the workforce and hence increase the quality of care provided to our residents.

This will include working strategically and operationally with internal and external stakeholders across the district Councils, health and social care system, local communities and service user groups as well as leading on defined commissioning activity.

This role also has responsibility for the management and delivery of:

* resources and any associated budgets to deliver project and business planning objectives to ensure value for money
* savings targets identified during the budget setting process
* provision of high-quality, commissioned workforce development solutions [internal and external], and
* integrated system-based approaches in meeting need across the council.

This role will have accountability for ensuring that robust commissioning frameworks are in place to fulfil service transformation objectives, sufficiency needs and identify any current and future gaps/shortfalls. This includes associated governance and reporting requirements.

This role will support the Head of Service for Programmes and Partnerships and represent the Head of Service by attending relevant committee meetings, wider system boards, Cambridgeshire Adults Leadership Team Meeting, appropriate Partnership Boards and other boards/meetings/fora as requested, relevant to the portfolio.

**Main accountabilities**

Please list the accountabilities in descending order of priority. Please include 6-9 accountabilities.

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|  | **Main accountabilities** |
|  | To take strategic responsibility for all commissioning intentions and activity for the delivery and transformation activities leading to external workforce development. This includes delivery against service transformation projects, sufficiency strategies, ensuring robust needs analysis, data interrogation, planning arrangements and service specifications. |
|  | To lead and develop a large, multidisciplinary commissioning team and wider project team in undertaking significant engagement, continuous market testing/development and management, and provide strong evidence bases to establish whether the experience of customers and the wider community of commissioned provision can be improved and/or better outcomes achieved. In doing so, identify how demand can be managed, and/or costs reduced through adopting different commissioning approaches and/or delivery models. |
|  | Lead a portfolio of commissioning managers to ensure resources are allocated in a way which meets the needs of care providers in delivering improvements that will strengthen the workforce and hence increase the quality of care provided to our residents whilst ensuring the team is operating within legislative requirements, adhering to corporate procurement policies and contract regulations of both councils. Ensure that commissioning priorities across the service are embedded and delivered. |
|  | Ensure robust management of the wider project team overseeing the testing and transformation of commissioning approaches. This will include: * Ensuring robust structures, plans and change control/risk management procedures are in place to oversee the delivery of transformation
* Engagement and stakeholder management approaches and plans are developed
* Communication and delivery of clear outcomes
* Clear benefits mapping and oversight of impact and outcomes is developed and maintained
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|  | Ensure that all commissioning strategies, plans, intentions and outputs are co-produced with relevant stakeholders. Ensure stakeholders are involved, participate and are consulted on commissioning activity that informs the design and review of provision. This includes ensuring representation at appropriate Partnership Boards, Service User engagement meetings, adult social care fora planning meetings. |
|  | Ensure that all opportunities for optimising efficiencies across service boundaries locally and regionally are maximised, be that with both Local Authorities and/or external agencies (Collaboratives/Provider Collaboratives//other Local Authorities/District Councils/Voluntary Community Sector/Independent provision/Combined Authority) in line with the authorities’ commissioning strategic priorities as determined by the Head of Service. |
|  | Manage, monitor and support budget setting, the development of inflationary strategies and long-term financial planning for all budgets within the adult social care portfolio, as well as securing and ensuring the appropriate incomes from joint funding organisations. In addition, undertake and lead any associated business cases to increase budgets to meet need and/or additional resource requirements as a result of strategic changes within the commissioning service and any associated strategies.  |
|  | To maintain and ensure strategic oversight of the necessary professional relationships with both internal and external stakeholders in order to maximise opportunities to deliver improved quality, efficiencies and promote effective positive change across the system. This role will have responsibility for leading the transformational change needed to improve the commissioning relationship and joint commissioned service provision within relevant areas.  |
| 9. | To report to Senior Officer boards and relevant committees to deliver strategic objectives in line with the appropriate governance frameworks. The role will have a significant responsibility to ensure all external partners, statutory organisations, VCS and Independent Sector are actively engaged in commissioning activity within the relevant portfolio area to ensure sufficiency of quality provision in the local area that achieve the defined commissioning principles, and outcomes.  |
| 10. | To lead the delivery of commissioned provision across the Adults, Health and Commissioning Directorate as part of the commissioning departmental management team with overall responsibility for:- Relevant joint strategic commissioning - Relevant joint funded specialist provision, including working with the CCG, childrens services, adapting and reconfiguring commissioned provision as per the development of the integrated care system and associated collaboratives.  |
| 11. | Lead and oversee all relevant strategic commissioning activity in relation transformation requirements as a result of the integrated care system and the development of workforce development approaches that support the external provider market and adapt approaches to commissioning in alignment with the development of the Integrated Care System |
| 12. | Assist the Head of Service to facilitate the system changes and resource implications due to emerging new commissioning structures and the integrated care system, including any policy and operational process developments, adjustment to operational and governance arrangements and staff development |
| 13. | Continuously assess and review service performance, including skills analysis of staff within the portfolio, allocation of work to ensure development and best use of skills and knowledge. Identifying and addressing any training gaps or areas for performance improvement, as well as challenging and supporting the management of poor performance, and performance management processes.  |
| 14. | Be accountable for the preparation, contribution to and associated action plans as a result of regulatory inspections and changes due to the introduced as a result of the Adult Social Care Reform where this aligns to the delivery of commissioned provision. |
| 15. | To be responsible for the continuous review of current strategies and sufficiency forecasts, developing these for external workforce development provision , and identifying and exploiting opportunities for how forecasts are used to both inform commissioning arrangements within existing commissioned provision, new commissioning provision |
| 16. | Ensure that effective risk management arrangements are in place to minimise the Directorate’s exposure to risk and uncertainty. |

**Safeguarding commitment** *(Include for roles involving work with children/vulnerable adults)*

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

**Person Specification**

**Qualifications, knowledge, skills and experience**

Minimum level of qualifications required for this job

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| Qualifications Required | **Subject** | **Essential/****Desirable** |
| First Degree or Equivalent qualifications | **In a relevant field**  | Essential |
| Substantial experience of commissioning/contracts within a local authority/health system |  | Essential |

Minimum levels of knowledge, skills and experience required for this job

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| Identify  | Describe | Essential/Desirable |
| **Knowledge** |  |  |
| Commissioning, Contracts Management and Procurement | Understanding of key government drivers and the change agenda directly affecting strategic development and provision of adult social care services Understanding and experience of applying current legislation, policy and guidance through commissioning and contracts.Understanding of best practice and innovative approaches in applying the principles and practice of commissioning, procurement, contract management and safeguarding.Understanding of supply chains and the factors affecting services provided to the service area, and how commercial techniques can be applied to maximise value for money.  | Essential |
| Leadership and Management | Knowledge and experience of managing a multidisciplinary Commissioning teamAn understanding of navigating large, complex organisations and the challenges this raises in respect of political, financial and legal arenasKnowledge of performance measures and evaluation methodologiesStrong leadership skills, which encourage commitment from others and promote a positive, motivated organisational culture The ability to model leadership behaviours including evidenced based decision making under highly pressured circumstances Demonstrable continuous development and improvement of own leadership techniques and approaches. | Essential |
| Change Management | Knowledge of commissioning successful service transformation involving cultural and behavioural change and organisational developmentKnowledge of applying effective stakeholder management and engagement techniques in the management of change including involvement of service users in service development, design and deliveryKnowledge of process and approaches to manage change, mitigate risks of change and manage the impact of change for both the service, workforce, council and stakeholders.  | Essential |
| Partnership Working and Collaboration | Knowledge of developing commissioning strategies and/or contract management approaches delivered through effective and successful partnership working.Sound knowledge of the stakeholders affected and interested in the adult social care portfolio and the means and mechanisms for engaging those stakeholders. Knowledge of the techniques and tools available to understand, map and respond to stakeholders, including a knowledge of existing organisations structures and political nuances that can be used to engage and manage stakeholders, and their expectations.  | Essential |
| Health and Safety | Knowledge and appreciation of health and safety legislation and how it relates to work of the adult social care commissioning service. | Essential |
| Local Authority | Broad knowledge of Cambridgeshire as an organisation, including political sensitivities and cultures operating within themUnderstanding of the broad spectrum of internal and external partners needing to be engaged with throughout the commissioning cycleUnderstanding of best practice in resource allocation approaches. | Desirable |
| Legislation | Understanding of the range of legislative frameworks influencing the portfolio. And associated legislation expected of providers i.e. health and safety, fire safety, safer recruitment etc.  | Essential |
| Portfolio Area | Understanding of the strategic and operational priorities for adult social care all relevant organisations inc both Councils, Public Health, the ICS and Commissioned Provider Services.  | Essential  |
| **Skills** |  |  |
| Leadership and Management | Proven ability to provide strong operational leadership approachesAbility to motivate and manage a number of individuals to secure major change and developmentAbility to develop and motivate colleagues and partners in relation to service development through to delivery against common goals and objectives, within the confines of financial limitations.  | Essential |
| Strategic Thinking and Approaches | Strong organisational and planning skills coupled with the ability to manage a range of differing priorities and issues; within an emerging and changing complex landscape.Ability to think strategically across organisational, function and individual boundaries, whilst understanding complex issues and their interdependencies and offer appropriate solutions/ recommendations.Strategic and logical thinker and decision-maker able to provide practical and creative solutions to the management of partnership and directorate issues. Strong analytical skills and the ability to process information and intelligence to inform service delivery and improvement. | Essential |
| Partnership Working and Collaboration | An ability to work in partnership with other agencies to design and deliver services effectively.An ability to deliver collaborative working arrangements between agencies and teams.An ability to lead a range of individuals within and external to the organisation.  | Essential |
| Communication | Ability to communicate effectively with a diverse range of stakeholders and partnersStrong and effective communication skills including report writing, presentation and interpersonal skills within different environments.Evidence of ability to establish productive working relationships quickly.Evidence of ability to understand and exploit operational structures, meetings and governance arrangements to extract information and intelligence that informs good commissioning; as well as forums to gain information and participation in to the design of services Excellent communication skills and the ability to communicate complex information both orally and in writing in a clear articulate and balanced way to a variety of audiences Strong negotiation skills and an ability to influence outcomes through reasoning, persuasion and tact within organisational boundaries as well as within the external partnership environment High intellectual and analytical abilities; able to assimilate and analyse information quickly, identifying issues, priorities and solutions and using effective models, techniques and resources to resolve issues Strong financial and budgetary awareness with the ability to manage finance and wider resources within a strong performance management culture Ability to use information technology to improve service delivery and reduce costs. | Essential |
| Decision Making | Ability to constructively challenge and make informed recommendations which can be substantiatedAbility to understand and respond to information relating to risk and make quick and informed decisions; including deputising for the Head of Service Ability to understand when to make autonomous decisions and when the decision should be shared and/or escalatedAbility to communicate decisions made to Senior Leaders concisely and/or present information to support a decision being asked.  | Essential |
| Commercial Awareness and Negotiation Skills | Evidence of negotiation skills to deliver best value for money whilst improving outcomesCommercial and financial understanding in context of commissioning and contract managementAbility to use contracting influence and power to achieve best value for the Council, including the use of economies of scale, increase buying power or commercial arrangements to reduce costs.  | Essential |
| **Experience** | Give an idea of the type and level of experience required **do not** specify years of experience.  |  |
| Commissioning and Management | Extensive experience of commissioning services within local government.Extensive experience of managing teams within the public sector and motivating them to deliverExperience of performance management (including management of poor performance) and undertaking skills audits and action plans.  | Essential |
| Change Management | Experience of managing change and of using management information to analyse and improve service performanceExperience of influencing change and significant experience of presentation options appraisals and recommendations to fulfil commissioning priorities Experience of service change through commissioning and managing stakeholders through that changeExperience of managing complex change involving internally departments and external organisations Experience of decommissioning services.  | Essential |
| Budget and Resource Management | Experience of delivering within complex, needs led budgets and prioritisation of resource allocation within a set of allocated service areasProven track record in achieving reduce costs, savings, cost avoidances or best value for a CouncilExperience of leading or being involved in budget planning and forecasting, as well as identifying and delivering on savings agendas and cost avoidances. Experience of effectively managing resource allocation via panel processes | EssentialDesirable |
| Partnership Working and Collaboration | Experience of establishing effective working links with internal and external agencies including development and management of partnership boards and provider foraExperience of managing cross functional and/or cross organisational meetings and forumsExperience of leading market engagement, provider events and consultations Experience of working with external agencies such as regulators and unions.  | Essential |
| Project Management | Experience of successfully leading and applying project management methodologies to deliver service improvement and change within agreed timescales, costs and quality targetsHighly defined skills in setting clear priorities, identification of milestones and effective time management skills. | Desirable |
| Equality, Diversity and Inclusion (applies to all roles. | Ability to demonstrate awareness and understanding of equality, diversity and inclusion and how this applies to this role.  |
| **Safeguarding** *(include for roles working with children/vulnerable adults)* | Demonstrate an understanding of the safe working practices that apply to this role. Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.  |

**Disclosure level**

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| What disclosure level is required for this post? | None | **Standard** |
| Enhanced | Enhanced with barred list checks |

**Work type**

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| What work type does this role fit into? (tick one box that reflects the main work type, the default work type is hybrid) | Fixed  | Hybrid X | Field | Remote | Mobile |