# Role profile

* **Job title**: Greater Manchester Regional Care Cooperative Strategic Lead
* **Grade:** SM6
* **Business area:** Public Service Reform
* **Reporting line:** Director, Public Service Reform & Assistant Director, Children & Young People Lead, GMCA
* **Team:** Children & Young People

## Job Purpose

The concept of Regional Care Cooperative (RCC) as a preferred model for tackling some the challenges in the Children’s residential care market was a central recommendation within the Independent Review of Children’s Social Care (2023).

Following a successful bid Greater Manchester was selected as one of two national pathfinder sites to test how RCC’s would operate in practice. The strategic priorities of the RCC are to:

1. **Strengthen governance to deliver swift and effective regional decision-making**, involving care experienced young people and partner organisations.​
2. **Improve value for money and strengthen market shaping by moving to an agile, needs led commissioning approach** using insights from the RCC Data and Demand Forecasting Platform to inform an accurate picture of regional sufficiency.  ​
3. **Invest in new high quality regional provision** with partners and strengthen joint funding and service arrangements to improve value for money. ​
4. **Increase the volume and quality of foster carers and retain the workforce** to improve outcomes for children and young people looked after.​
5. **Develop and support the needs of the children's residential, fostering and commissioning workforce** in health and local authorities to improve outcomes for children and young people looked after. ​

In December 2024 following the production of a comprehensive business case the ten GM Local Authorities and GMCA agreed that the GM RCC programme should move beyond a pathfinder towards a formal launch with expectation that the GM RCC programme operate for a minimum of a further 12 months hosted at GMCA.

As part of the business case it was agreed that the role of a dedicated GM RCC Strategic Lead be established to lead strategic development and operational service delivery within the Greater Manchester Regional Care Cooperative.

The role will be based in the Public Service Reform team at GMCA with strong links to the existing GM Children’s transformation programme leading a dedicated team made up of officers with relevant experience and sector knowledge that have specifically recruited to deliver the ambitions the GM RCC.

## Key working relationships

* GM Local Authorities
* NHS Greater Manchester
* Greater Manchester Police
* VCSE sector in GM
* Children’s Residential Care Providers
* GM Directors of Children Services
* Chief Executive with responsibility for Children & Young People
* Deputy Chief Executive of the GMCA
* Director of Public Service Reform, GMCA
* Children and Young People lead, GMCA
* Central Government Departments
* GM Youth Combined Authority and other youth voice groups within GM

## Key Responsibilities

1. To provide clear and visible leadership to the Regional Care Cooperative and to ensure the delivery of high-quality activity to improve outcomes of children and young people in GM.
2. To lead strategic development and service delivery within the Regional Care Cooperative and to steer priorities for RCC objectives, delivery, and policy and process changes.
3. To take lead responsibility for the implementation of the Regional Care Cooperative work programme and lead the dedicated GM RCC team ensuring they have clear work plans and are delivering to timescale / expectations.
4. To ensure that the RCC is flexible and responsive to local, regional, and national trends and to changes in priorities, and to ensure the RCC meets the requirements of the legislation, regulation, and guidance frameworks.
5. Liaise with key governance groups, including the GM DCS Group, the RCC Programme Board, the GM Children’s Board, the Skyline Project Board and GM Fostering Hub Board.
6. To oversee communications and manage relationships throughout the system, including with providers, VCSE organisations, local authorities, youth justice and health partners.
7. To ensure effective reporting and liaison with key partners, including DCSs, Chief Executives, and lead members.
8. To be accountable for a large and complex budget, and to be responsible for the effective deployment of resources to meet statutory and regulatory requirements and best practice standards.
9. To be responsible for ensuring that children and young people have a voice in the direction of the RCC.
10. To contribute to and oversee the development of an options paper within year 1 for the RCC’s future delivery model including future funding and sustainability.
11. To contribute to the effective recruitment and retention of staff in the RCC as required so that individual and RCC objectives are achieved.

NB: This list of duties and responsibilities is by no means exhaustive, and the post holder may be required to undertake other relevant and appropriate duties as required.

## General

1. Understand and operate within a context of public service reform.
2. Work as part of a city-regional environment demonstrating that you understand what is best for the region whilst also recognising and respecting the different views and voices within it.
3. Work as part of wider transformation programme demonstrating that you can identify and make the links with other policy / work areas.
4. To always hold yourself and others to a high standard of professionalism, demonstrating your commitment to our values and behaviours as well as ensuring service confidentiality is maintained throughout all we do.
5. Working with other teams internally and externally collaboration is maximised and supporting on activity where appropriate.
6. Ensure the services delivered internally and externally are inclusive and accessible.
7. To align work area to the Sustainability Strategy and ensure work practices are inclusive of this value & strategic intent.

**NB: This list of duties and responsibilities is by no means exhaustive, and the post holder may be required to undertake other relevant and appropriate duties as required.**

## Knowledge, Skills, and Experience

**Knowledge and Experience**

* Educated to degree level or with a relevant professional qualification, with evidence of continued professional development.
* Knowledge of NHS, Local Government, Greater Manchester, Public Service Reform and the current/emerging issues facing the public sector.
* Knowledge of the national context for public services and devolution and the regional & local policy implications.
* Knowledge of programme and project methodologies and the proven ability to manage projects and programmes.
* Experience of working within a political environment providing balanced advice, inspiring trust and confidence on strategic and operational matters.
* Evidence of working effectively and collaboratively with a diverse range of professionals and partners, across organisational boundaries, with a proven track record of delivering change and improvement.
* A proven track record of working at a senior level, demonstrating organisational culture, values and behaviours in leadership approach.
* Understanding of the national and local political contexts and experience of analysis and providing appropriate advice to a complex range of stakeholders.
* Evidence of leading innovative transformational change that delivers improved outcomes.
* Experience of managing complex budgets with multiple revenue streams

**Skills and Behaviours**

* Ability to build and maintain effective relationships across different sectors – and handle significant challenge while protecting the professional relationships
* Significant powers of persuasion and willingness to appropriately challenge senior leaders where appropriate
* Excellent writing and planning skills and ability to interpret complex information quickly and effectively for differing audiences and purposes
* Proven analytical and problem-solving capabilities
* Skilled in the application of core project, programme and portfolio management approaches with an understanding of the appropriate applications in different contexts.
* Proven ability of leading teams with relevant specialisms in a large and complex organisation
* Ability to understand and synthesise new policy areas at pace and to identify immediate strategic opportunities and challenges.
* Able to rapidly understand new policy areas and get to grips with the delivery and management issues and requirements.
* Understanding of evaluation methodologies and an ability to use evidence to guide decision making for future activity.
* Ability to manage and maintain a multi-priority workload
* Creative, resourceful and able to react quickly and act effectively under pressure
* Able to manage conflicting demands and juggle complex and high-profile stakeholders effectively
* Self-motivated and able to deal with a demanding workload and deliver consistently to deadlines
* Ability to work flexibly and creatively as part of an effective team, building and maintaining positive relationships with colleagues
* Commitment to high standards of customer care and public service
* Commitment to collaborative and partnership working

### **Desirable**

* Strong understanding of the care landscape, including fostering, commissioning and residential homes. Ability to demonstrate knowledge and understanding of delivering an operational service.
* A detailed understanding of legislation, regulations, and statutory guidance relating to children’s social care.
* A sound knowledge of relevant children’s social care research and evidence-based practice, and the ability to implement best practices.

**FOR ROLES EXEMPT FROM THE REHABILITATION OF OFFENDERS ACT:**

This role is exempt from the Rehabilitation of Offenders Act (1974) and will require disclosure of all convictions including those considered spent under the Act. The role holder will be subject to an Enhanced level check by the Disclosure & Barring Service.

**FOR POLITICALLY RESTRICTED POSTS:**

This post is a politically restricted post, as defined by the Local Government and Housing Act 1989 (as amended by Section 30 of the Local Democracy, Economic Development and Construction Act 2009) on one of the following grounds:

* the post is that of a Chief Officer or Deputy Chief Officer or
* the post has delegated powers to discharge the functions of the Authority; or
* the duties associated with the post include giving advice on a regular basis to the Authority, to Committees or Sub-Committees of the Authority (including member panels, Sub-Committees etc.) or to joint committees on which the Authority is represented or give advice to Executive Members, Committees or speak to the media.

The post holder has a right to appeal to the GMCA Chief Executive against the classification of their post as politically restricted.

## Corporate Duties

*Do not behave in way which discriminates against your fellow employees, or potential employees on the grounds of their sex, sexual orientation, marital status, race, religion, creed, colour, nationality, ethnic origin or disability.*

*Safeguard at all times confidentiality of information relating to staff and pensioners. Refrain from smoking in any areas of Service premises.*

*Behave in a manner that ensures the security of property and resources. Abide by all relevant Service Policies and Procedures.*

***Records Management / Data Protection*** *- As an employee of the GMCA, you have a legal responsibility for all records (including employee health, financial, personal and administrative) that you gather or use as part of your work with the Service. The records may be paper, electronic, audio or videotapes. You must consult your manager if you have any doubt as to the correct management of the records with which you work.*

***Confidentiality and Information Security*** *- As a GMCA employee you are required to uphold the confidentiality of all records held by the GMCA, whether employee records or GMCA information. This duty lasts indefinitely and will continue after you leave the GMCA employment. All employees must maintain confidentiality and abide by the Data Protection Act.*

***Data Quality*** *- All staff are personally responsible for the quality of data entered by themselves, or on their behalf, on GMCAs computerised systems or manual records (paper records) and must ensure that such data is entered accurately and, in a timely manner, to ensure high standards of data quality in accordance with Departmental protocols. To ensure data is handled in a secure manner protecting the confidentiality of any personal data held in meeting the requirements of the Data Protection Act.*

***Health and Safety*** *- All employees of GMCA have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable GMCA to meet its own legal duties and to report any circumstances that may compromise the health, safety and welfare of those affected by the Service’s undertakings.*

***Service Policies*** *- All GMCA employees must observe and adhere to the provisions outlined in these policies.*

***Equal Opportunities*** *- GMCA provides a range of services and employment opportunities for a diverse population. As a GMCA employee you are expected to treat all employees / partners / members of the public and work colleagues with dignity and respect irrespective of their background.*