



# Head of Commissioning and Partnerships

Service	Reporting to	Location	Grade
Children's Services	Director of Children's Commissioning, Nursing and Wellbeing	Unity House, Civic Campus	Band D £74,502- £81,644

## About the role

This is a strategic post sitting with Children's Services Senior Management Team. The portfolio includes Emotional Well Being and CAMHS across the Local Authority and NHS Greater Manchester ICB Salford Locality, Cared for Services including Placement Finding, Children with Complex and Additional Needs including SEND Commissioning, Early Help Services, Domestic Abuse, Orthodox Jewish Services, and a range of individual contracts along with SIASS and Customer First (complaints and compliment) Services. The post will also oversee the Skyline commissioning as part of the Regional Care Cooperative so this is an exciting opportunity to oversee the commissioning development of 10 homes for children in Greater Manchester.

The role also involves strong collaborative working with the NHS Greater Manchester Integrated Care Board Salford Locality and NHS Greater Manchester ICB.

- To be a key part of the senior management team and contribute to the strategic leadership of services, developing and implementing standards to ensure a cohesive and high performing workforce which embraces cultural change and improves systems and processes.
- To provide strategic, operational and motivational leadership of staff. Ensuring a visible presence to the workforce and promoting a good working environment with the primary aim of delivering high quality services.
- Foster a culture of collaboration, innovation, and psychological safety.
- To be the strategic lead for Children's Services Commissioning, managing a team of staff including Integrated posts (also reporting into the AD) with Greater Manchester Integrated Care Board.
- Leading the strategic commissioning processes from conceptualisation, to development of service models, to market testing and on to the effective commissioning and subsequent contract management of service arrangements. Ensure all aspects of commissioning and procurement, including spot purchasing, are carried out by the team including assessing needs, equality impact assessments and identifying priorities, commissioning services to deliver strong outcomes, achieving value for money, striving for innovation, and delivering Social Value whilst working within statutory and regulatory guidance.
- To ensure commissioned services operate to all required standards by delivering to specifications within budget and to maintain robust quality assurance frameworks and contract review panels.
- To lead the quality assurance of commissioned services by ensuring undertaking due diligence of the provider market and addressing identified concerns and weaknesses
- To advise and support the Senior Leadership Team and Senior Management Team in all aspects of commissioning activity ensuring all governance requirements are followed and they are aware of all legal and statutory requirements.
- To advise and support Council Members on all relevant service matters, including advising on legislative developments, making policy proposals, commenting on reports, and attending Council Member meetings.
- To hold significant budgetary responsibility ensuring stringent systems and processes are in place for budget monitoring and reporting budgetary pressures to Leadership Team. To ensure business and budget plans are produced for all functions within the service and ensure they are effectively managed within the approved budgets.
- To maximise the amount of funding available to Children's Services by supporting and developing the Community, Voluntary and Social Enterprise sector and taking initiative in applying for DfE, Home Office and other relevant funding opportunities.

- To develop, influence, and maintain effective partnership arrangements with a wide range of stakeholders/agencies within and across organisations, and with the Greater Manchester ICB, to ensure a multi-agency approach is central in commissioning high quality and safe provision for children in Salford.
- To promote and develop effective partnership working with relevant third-party organisations including private, voluntary and other public organisations.
- To lead and encourage positive relationships with the VCSE sector, in particular contributing to supporting and developing Salford CVS infrastructure.
- To demonstrate a commitment to working in partnership with provider organisations, maintaining strong long-term relationships, encouraging a collaborative culture, and recognising many providers are experts in their service area and can make valuable contributions to service redesign.
- To act as Lead Officer for Children's Services in the strategic business planning process.
- To ensure there is an effective and robust Customer First Service, including complaints in line with statutory guidance, focused on delivering the best possible outcomes for customers and stakeholders to prevent avoidable escalation and reputational damage and cost to the Council.
- To ensure there is effective and efficient support for the 0-25 Board and that they are influenced by the voice of parents and young people.
- To ensure that a customer focus is embedded within services by seeking innovative and creative solutions to secure the highest quality and value for money services.
- Develop professional networks locally, regionally, and nationally to identify and influence commissioning improvements and lead the implementation on these locally.
- Lead a culture of learning and development that inspires employees and provides senior management support within the division, motivating and supporting all employees to attain the highest professional standards, skills, knowledge, attributes, and competencies required to fulfil their duties.
- To promote Salford City Council's vision, values, and priorities internally and externally, being directly accountable to the Director of Childrens Commissioning, Nursing and Wellbeing.
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected

- To understand Salford Councils' duties and responsibilities for safeguarding children and young people as they apply to the role within the council.
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## Key outcomes

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- The commissioning team is well respected, has a good reputation and is held in high regard across the council, with partner agencies and providers.
- The commissioning team are well supported and connected to children's services management and have the highest professional standards, skills, knowledge, attributes, and competencies required to fulfil their duties with opportunities for training and development. They are resilient and motivated.
- Senior Leadership and Senior Management Team have a good understanding of procurement regulations and governance systems and know who to contact for advice or support with these matters.
- Strong commissioning arrangements are in place with assurance around delivery and performance.
- Stringent systems and processes are in place for budget monitoring and Senior Leadership are fully informed of any budgetary pressures.
- Funding opportunities are maximised.
- Strong working relationships with Salford CVS and the Voluntary, Community and Social Enterprise Sector.
- Sound business planning within Children's Services.
- An effective and robust Customer First Service is in place.
- An effective and robust SIAS Service is in place with the right amount of challenge, few complaints, and a high level of satisfaction from customers.
- There is effective and efficient support for the 0-25 Board and Parents and Young people are informing the agenda.
- Commissioners are involved in professional networks locally and regionally and are identifying and influencing commissioning improvements and leading on local implementation.

# What we need from you

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- Strong motivational leadership with ability to change styles based on the situation.
  - Ability to manage the competing and conflicting priorities and vision of the council
  - To model and demonstrate our values and leadership behaviours delivering outcomes
  - Professional credibility through proven relevant experience in Commissioning and Social Care, Education and Health Services.
  - Experience of managing budgets and allocating staff resources
  - Creative skills to find solutions to support challenge and systemic change.
  - Ability to provide a specialist/expert opinion and professional advice both within the organisation and to others.
  - Ability to establish and maintain a network of internal and external relationships, including those at senior and strategic levels.
  - Effective communication skills.
  - Ability to use professional judgement, to employ appropriate interventions, promoting self-determination, support, protection, and positive change.
  - Experience of modelling effective engagement with a wide range of people in challenging situations and supporting others to develop and maintain effective engagement.
  - Ability to promote a culture which supports empathetic compassionate relationships with other professionals, services users, and those who care for them.
  - Experience of sharing information consistently in ways that meet legal, ethical and agency requirements.
  - Ability to both lead and work effectively as a member of a team, developing and maintaining appropriate professional and inter-professional relationships and managing challenge and conflict.
  - The ability to lead and oversee developmental projects
  - To be highly motivated and remain resilient while managing a demanding portfolio.
  - Creative thinker with the ability to analyse, think innovatively and solve problems
  - Educated to degree level
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## What we can offer you

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Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

### Developing your leadership skills

We want to equip our leaders with the knowledge, skills and behaviours outlined in our #LeadingSalford programme. Our aim is to support you to lead highly engaged, motivated teams in today's rapidly changing environment. This will be achieved through a range of bite-size Master Classes designed to help you meet the expectations that we have of our Salford leaders. In addition to the core Master Classes, we also provide accredited leadership programmes which let you build on your experience, learn about emerging approaches, and further develop your leadership practice.

### Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

### Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](#) website.

### Tailored Development

Use this space to add any training or learning available specific to this role.

## A digital organisation

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### Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities

to enable you to develop. Additionally, you can access free online courses through the [iDea website](#).

### Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme, you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

## Our leadership behaviour framework

**Leadership is action, not a position. It's not just what we do but how we do it.**

Whatever your role at Salford, we all strive to achieve our vision and the best outcomes for the residents and communities of Salford.

As leaders, we all have an important part to play in achieving our organisational and service priorities. These priorities give us direction and a shared purpose in our roles and should be the focus when making decisions.

We can help make these priorities a reality by living and breathing our Salford values and leadership behaviours.

**This framework is broken down into three main areas:**



**Leading Self** - making sure we are role modelling the values and invested in our own development, demonstrating integrity and authenticity.

**Leading People** - where we create high performing teams, and a culture that is inclusive, open and where everyone has a voice.

**Leading Salford** - setting the vision and purpose, and connection to the city, empowering others around you to ensure residents are at the heart of what we do.

This behaviour framework will support us all to reflect and hold ourselves, and each other to account, as we strive for continuous improvement.

Full details of how this framework shapes our Leaders and is delivered in the workplace can be found on the [Salford Leadership](#) pages of our [greater.jobs](#) website.

## Our organisation's values

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**We have four values: Pride, Passion, People, Personal responsibility.**

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

## Our values



**Pride**

**Passion**

**People**

**Personal responsibility**

## Application guidance

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We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

### Role details

Completed by: Deborah Blackburn

Date: 05 August 2025

Job code:

Job score:

Date of evaluation: