

Integrated Commissioning Manager

Service	Reporting to	Location	Grade
Adult Social Care	Director of Adult Commissioning	Salford Civic Centre	Band E - £61,535 - £67,030

About the role

- To lead work across health and social care promoting a shared vision through the development of integrated commissioning and service strategies on behalf of the Salford City Council and health partners.
- To contribute to developing arrangements on behalf of Salford City Council, influencing and shaping the health and social care economy/market/system in Salford to achieve improved outcomes, high quality health and social care services, and value for money.
- Utilise best practice commissioning frameworks, ensuring that there are commissioning strategies and plans in place that reflect local need, priorities and maximise resources.
- Build and manage positive, constructive, productive relationships with strategic partners, stakeholders, and local communities to enable the development of commissioning and implementation of seamless services built around the needs of client groups.
- To create an environment that ensures that people/patients who use services and their carers are at the heart of commissioning, whilst engaging with citizens in the wider community to define outcomes which reflect needs, preferences and aspirations of people who will use services in the future.
- To apply Integrated Commissioning as a cross-cutting activity, linking strategic and financial planning with operational delivery.
- Establish and maintain robust systems, practices and procedures that ensure that service performance is routinely monitored against agreed standards, and that all relevant service specifications/contracts are fulfilled.
- To ensure that effective information strategies and systems are in place to enable effective use and appropriate sharing of data and information to plan services.
- To ensure that the implementation of all relevant local and national plans, pertinent to the service areas underpin real and quantifiable changes to the outcomes for Adults.
- To ensure that decisions are taken in accordance with the local scheme of delegation for Salford City Council and prepare and present reports

Key outcomes

- To be responsible for strategic commissioning and service planning functions ensuring that a comprehensive and equitable range of high quality, responsive and efficient services are commissioned within allocated resources
- Facilitate and actively develop partnership working between the local authority, health providers, and independent and voluntary sector agencies ensuring formal partnership arrangements are in place where appropriate.
- Responsible for contributing to the work of the Health and Wellbeing Board and other inter -agency arrangements to support the work of the City Council and health partners.
- To work with people with lived experience and ensure services and strategies are co-produced.
- Responsible for ensuring that services operate in accordance with any relevant statutory and regulatory requirements and that guidance is provided to employees to assist them in achieving this.
- Promotes strong, direct and effective communications and consultation within the Council and externally to ensure the Council's messages are conveyed in a timely, transparent and coherent manner; that appropriate systems and available technology are used to best effect.
- To work collaboratively with partners and engage with service providers to develop and implement health and social care commissioning strategies to ensure the best outcomes.
- To ensure people have the best independence promoting support and service options.

What we need from you

- Personal and professional credibility at all levels of the organisation that demonstrates the positive contribution that integrated commissioning can make to effective service outcomes.
- Models and demonstrates the City Council's values and leadership behaviours.
- Strong problems solving, planning and analytical skills.
- Detailed up to date knowledge of external issues (legislative, regulatory, best practice guidance, clinical standards etc.) impacting on existing and future strategic commissioning decisions.
- A knowledge of Salford's health and social care system, how this impacts on people and organisations.
- A detailed knowledge of strategic commissioning functions.
- Experience in delivering wide ranging strategic commissioning activities.
- Understanding of working in a political environment, decision making in a Salford's health and social care system and of being politically astute.
- Skilled communicator who can deliver complex and technical messages with clarity, understood by non-commissioning specialists and such messages to be delivered with enthusiasm and conviction that builds trust and confidence.

- Strategic capability in achieving outcomes and meeting the organisational priorities.
- High level negotiation skills to manage scenarios requiring a resolution.
- An ability to constructively challenge proposals, decisions, suggestions in such a way that recipients of the message respect, understand and consider the implications and impact of the challenge.
- Strong influencing and stakeholder management skills and the ability to build relationships at all levels i.e. political, senior management, management and officer.
- A flexible, creative and innovative solutions focused approach.
- A ability to develop and deliver business plans that lead to improvements in service delivery.
- A commitment and enthusiasm to involve and engage Salford people in strategic commissioning.

What we can offer you

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

A digital organisation

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

Leading People

Leading Salford

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

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



Spirit
of Salford

Pride

Passion

People

Personal responsibility

Application guidance

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.