Senior Commissioning Manager - SEND

Service	Reporting to	Location	Grade
Children's Service	Head of Service, Commissioning and Partnerships, Children and Young People	Civic Centre Campus	5B

About the role

- This post sits within the Commissioning & Partnerships team which leads on Children's Commissioning and some service delivery areas. Salford LA and Health are integrated with a pooled budget so the post holder will work strategically across partner agencies and lead on decision making with health colleagues at a provider and organisational level.
- You will be responsible for the strategic visioning, planning, and management, within the Local Authority, of a number of work streams leading on thematic areas of work, including but not exclusively, services for children with Special Educational Needs and Disabilities. This will include leading on long term strategies and operational plans ensuring resources are deployed and managed effectively.
- You will be responsible for ensuring service user needs, experience and outcomes are central considerations guiding service improvements.
- You will develop and maintain strong relationships with external agencies in the Independent and Voluntary, Community and Social Enterprise sectors as well as the CCG and main Health Trusts.
- You will be an ambassador for Salford Council and take an active role across Greater Manchester and Placements North West maintaining the strong reputation Salford holds in these forums. You will influence, collaborate, and work in partnership with all stakeholders to improve outcomes for children and young people, identifying opportunities to align resources and jointly deliver on key local and regional priorities.
- You will lead strategic reviews, service redesign and developments internally to improve services. You will make brave and ambitious recommendations, identify, and cost resources and deliver plans in line with robust business cases.
- You will lead the development of service specifications and negotiate these with providers. This includes negotiations with internal (i.e., services within LA) and external providers. These are based on your ability to identify case for change and service need.

- You will be responsible for direct line management of commissioning mangers/ officers and will lead a culture of positive wellbeing within the wider team, which affects all staff.
- You will be responsible for ensuring contractual and legal compliance in all commissioned arrangements and alerting decision makers when options are compromised.
- You will lead on the strategic development and oversight of the Local Offer Partnership
- You will lead on the Joint SEND Commissioning Strategy and associated action plans, reporting and updating progress in line with governance arrangements.

Key outcomes

- Strong provider relationships and a good reputation across all parts of the sector including relationships with schools and Enhanced Resource Provisions
- A broad range of high-quality services for children who require specialist support or education.
- Strong provider monitoring systems are in place evidencing outcomes for children.
- Feedback from Service Users is positive and informs service improvement.
- Staff feel supported with regular supervision and development opportunities.
- Reporting and commissioning activity is well planned and meets deadlines.
- Resources- including budget and staff- are well managed and utilised effectively to deliver service priorities.

What we need from you

- To model and demonstrate our values and leadership behaviours.
- A combination of subject matter expertise relevant to the specific work areas relating to children who have special educational needs and disabilities and technical ability in relation to commissioning and delivering outcomes.
- Ability to succinctly communicate complex information and data clearly and precisely to a wide range of audiences with excellent report writing and presentation skills.
- To model and demonstrate our values and leadership behaviours.
- Ability to manage and prioritise own workload, respond to competing demands and unscheduled emergencies and meet multiple deadlines.
- Ability to analyse evidence and data qualitatively and quantitatively, to identify trends, opportunities to be ambitious and influence decisions about meeting the needs of Salford population more effectively.

- Ability to develop and maintain strategic relationships as well as being able to lead, co-operate and work well with others in pursuit of shared goals.
- To ensure the experience and outcomes of service users are central to developing and guiding service improvements.
- To demonstrate a methodical approach to problem solving and the ability to generate creative solutions to problems.
- The ability to supervise and motivate staff, facilitate effective team working and promote wellbeing within the team.
- To lead on key pieces of work, delegating and managing the team resources as appropriate to deliver a high-quality service to set timescales confidently and effectively.
- To be able to nurture and cultivate relationships across a broad range of stakeholders. You can communicate information professionally, demonstrating influencing and negotiating skills, and assertiveness where appropriate to be able to manage confrontation and challenge whilst maintaining key relationships.

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
There will be ongoing opportunities for commissioning specific training.

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 - 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.

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.