

Senior Commissioning Manager

Service	Reporting to	Location	Grade
Children's Service	Head of Service, Commissioning and Partnerships	Civic Centre Campus	(5B) £56,288 - £58,267

About the role

- This post sits within the Commissioning & Partnerships team which leads on Children's Commissioning. There is a requirement for the post holder to have strong commissioning, negotiation and management experience.
- Ensure the primary focus of the commissioners within your team is on the safety and welfare of children and young people in care.
- Ensure you build strong relationships with local providers to ensure sufficiency of placements can be maintained.
- Maintain a learning and performance culture in which the commissioners in your team are expected and enabled to develop their knowledge and skills, and take personal responsibility for the quality and impact of their practice.
- Work collaboratively with colleagues in social work teams, in house fostering, statutory agencies, partner services, voluntary and community groups to achieve the shared aims of improving the lived experience and outcomes for Salford Cared for Children and Young people.
- The post holder provides leadership across placement commissioning, sufficiency planning, market development, quality assurance, provider relationships, contract management and financial oversight.
- Lead and coordinate day-to-day placement activity, including managing demand, risks, and urgent decision-making.
- You will hold full oversight of commissioning of placements for children and young people. Oversee placement sufficiency, performance, and quality, identifying issues and driving improvement.
- Lead projects, develop options appraisals, and manage commissioning staff to deliver effective outcomes focused commissioning programmes.

- Provide senior oversight of service quality, performance, and complaints assurance.
- Oversee team management and workforce development across commissioning managers, support officers, and customer teams.
- Provide financial oversight of placements, including cost control, uplifts, and resolving payment queries.
- Lead service improvement workstreams, strengthening systems, processes, and reporting tools.
- Act as a central coordination point for partners, stakeholders, and providers, supporting collaboration and issue resolution.
- Manage competing priorities across multiple workstreams, including emergency and out-of-hours pressures.
- You will be an ambassador for Salford Council and take an active role across Greater Manchester maintaining the strong reputation Salford holds in these forums. You will influence, collaborate, and work in partnership with all stakeholders to improve outcomes.
- Ensure quality, outcome focused service provision that meets the needs of children and young people and develop a local market of providers.
- Develop, and oversee the sufficiency strategy and associated actions.



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 and young people
- Strong provider monitoring systems are in place evidencing outcomes for children.
- Staff feel supported with regular supervision and development opportunities
- Reporting and commissioning activity is well planned and meets deadlines.
- Improved service quality, impact, and accountability, including strong performance and complaints management.
- Strong market engagement and provider relationships, supporting sustainable delivery.
- Deliver timely, safe, and cost-effective placement decisions that meet children's needs and make best use of available provision.
- Strengthen placement sufficiency through proactive oversight of demand, capacity, and market



pressures.

- Drive effective financial control and value for money across placements and commissioned services.
- Improve system resilience, ensuring continuity and quality during periods of pressure, change, or emergency demand.
- Ensure effective governance and compliance, including FOIs, safeguarding concerns, complaints, and regulatory responses.

What we need from you

- To model and demonstrate our values and leadership behaviours.
- Ability to succinctly communicate complex information and data clearly and precisely to a wide range of audiences with excellent report writing and presentation skills.
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- 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.

- 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, demonstrate influencing and negotiating skills, and assertiveness where appropriate to be able to manage confrontation and challenge whilst maintaining key relationships.
- Produce high-quality analysis, reporting, and briefings to inform operational and strategic decisions.

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.

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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



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

#HappytoTalkFlexible



Salford City Council