

Commissioning Manager – Children's Services

Service	Reporting to	Location	Grade
Childrens Services	Senior Integrated Commissioning Manager	Unity House	4B

About the role

The focus for this role will be on supporting all aspects of strategy and commissioning as part of Salford City Council's integrated offer to children and young people, with a specific focus on mental health programmes of work. The role may also involve commissioning work across wider children and young peoples services and programmes, including Special Educational Needs and Disabilities, Neuro Developmental Pathway and Children's Social Care and Early Help.

You will:

- Deliver high quality and robust commissioning of services, in line with the commissioning cycle and Salford City Council's Commissioning Strategy.
- Undertake needs assessments and evaluation work to inform service reviews and re-design as well as wider system transformation work, involving development of business cases, and proposals for new projects, services and pathways to meet identified or unmet needs.
- Contract manage and monitor performance of a variety of ICB/Council commissioned services, to ensure quality and outcomes are delivered and aligned to service specifications.
- Monitor progress against a variety of national and sub regional key performance indicators and targets related to children's specialist services.
- Practice high standards and expectations with providers. You will be positive, creative and proactive in addressing any risks and issues and will work collaboratively with services and partners to deliver improvement.
- Contribute to delivery plans, commissioning strategies, and transformation plans at local and sub regional level.
- Ensure effective resource management, through robust project budget monitoring and planning and provide updates on these to Senior Managers.

Key outcomes

- Commissioned services deliver expected outcomes for children and young people
- Children and young people receive high quality services at the point of need.
- Commissioned services operate to high quality standards, deliver continuous improvement, and demonstrate value for money.
- Children and young people, and their families are engaged in commissioning, to ensure that strategies and services are shaped, reviewed and commissioned in response to children and young people's needs.
- Commissioned providers demonstrate social value.

What we need from you.

- To model and demonstrate our values and behaviours
- You will be passionate about the needs and voice of children and young people.
- You will be enthusiastic, positive, and collaborative, with strong communication and inter-personal skills, so that you can build strong relationships with providers, partners, and colleagues alike. You will have the confidence to be assertive and challenge where needed.
- You will practice negotiation, influencing and coaching skills to champion the best outcomes for Salford young people. You will strive for continuous development and improvement in service quality and outcomes.
- Calm under pressure, you have strong organisational skills and can manage competing demands. You will have a good understanding of children's services and the pressures on services, and professionals across the whole children's workforce.
- You are able to interpret and co-ordinate complex information from a range of sources to understand issues in relation to mental health services and to inform commissioning plans.
- You understand what good quality services for children and young people are and how they can be delivered. You will always actively promote equality and diversity.
- You take personal responsibility to work with accuracy and attention to detail and are able to follow directions from senior managers / leaders.
- You may have experience in Commissioning or children's services but more importantly you are able to describe good quality services and outcomes for children and young people and hold providers to account for these.
- You take personal responsibility and work with integrity. You are resilient and able to problem solve on your own but not afraid to seek out support from your team. You don't give up and are creative in seeking solutions.

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Salford City Council

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.

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](https://www.instituteforapprenticeships.org/) website.

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 vision and priorities

This is our Salford, Corporate Plan 2024 to 2028

We are committed to creating a fairer, greener, healthier and more inclusive city for all. To achieve this vision, our new four-year Corporate Plan, This is our Salford, sets out our seven priorities that will provide the focus of the council's work. This replaces our previous corporate plan The Great Eight as Salford continues its remarkable story of transformation.

There is already much to celebrate as a city - more well-paid jobs, new affordable and social homes, thriving local schools, award-winning green spaces, iconic infrastructure, cleaner transport, more integrated health and care and a vibrant cultural scene.

This plan aims to build on past successes and continue to find new and innovative ways to improve residents' lives.

Find out more about the priorities and our focus of work in the dropdown boxes below the graphic.

Our initiatives are already making a difference.

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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.

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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:

Date:

Job code:

Job score:

Date of evaluation:

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