

### ADULT SOCIAL CARE AND COMMISSIONING/CHILDREN’S SERVICES

**PERSON SPECIFICATION**

**POST TITLE:** Children’s Commissioning and Quality Lead

**GRADE:** SM2

|  |  |  |  |
| --- | --- | --- | --- |
|  | **ESSENTIAL** | **DESIRABLE** | METHOD OF ASSESSMENT |
| **Educational Attainment** | * Degree in a related subject or relevant qualification in Leadership/Commissioning/ Quality Assurance * Evidence of post qualification CPD * Extensive Experience at a Senior managerial level | * Qualification in relation to Children Social Care | * Application form * Certificates |
| **Work**  **Experience** | * Extensive experience of commissioning at a strategic level with an understanding of market development and shaping * Experience of managing a large team * Experience of working in partnership with Health and third sector * Detailed experience and knowledge of policies, processes, legislation, and best practice relating to commissioning and or social care * Experience of writing strategic level documents and reporting * Ability to analyse performance and operational data, and how to measure outcomes * Substantial experience working in a senior management role post qualification * Experience of working in formal partnerships and how to make them work. * Significant experience of inspirational and robust leadership, development, and motivation of staff * Experience of building trust and managing stakeholder engagement relationships across partner organisations to deliver improved outcomes * Experience of setting, managing and monitoring budgets within a health/social care setting and demonstrable experience of managing budget reductions * Demonstrable experience of co-production with both internal and external partners and other key stakeholders to ensure collaboration and effective partnership working to support service improvement and improve outcomes for individuals * Experience of providing effective leadership, development, and motivation of staff to work effectively in a strength and asset-based way * Experience of developing and implementing new models of service delivery as well as developing and implementing new policies and procedures * Experience of driving service improvement | * Experience of working with Elected Members * Experience of leading a large-scale change programme and improving service quality within a complex environment * Experience of an operational care setting | * Application form * Interview * References |
| **Knowledge/**  **Skills/**  **Aptitudes** | * Ability to successfully contribute to the Council’s aims and objectives within an overall framework that safeguards Children, promoting health, independence and wellbeing * Knowledge of Equality and Diversity and policy and its implementation in a commissioning setting * Extensive knowledge of leadership in a commissioning setting * Robust knowledge of best practice in a ASC Commissioning with Care sector * Robust knowledge of current issues relating to social care legislation * Ability to plan, develop and implement new ways of working, including with key partners * Excellent assessment, analysis and reporting skills * Knowledge of risk management and positive risk taking * Ability to plan, develop and implement new ways of working, including with key partners * Ability to relate everyday practice issues to the wider strategic context. * Excellent communication skills with the ability to present complex information both verbally and in writing in a clear, concise manner * Ability to challenge and be challenged * Analytical skills to be able to interpret data accurately * Ability to write detailed reports and strategies clearly and concisely * Ability to relate practice issues to the wider strategic context * Effective influencing skills Budget management skills including understanding of key income and funding streams and their application * Strategic planning and decision making with the ability to think creatively |  | * Interview * References * Presentation * Selection Exercise |
| **Disposition** | * Highly motivated towards cultural change and working for South Tyneside Council * Committed to working within the councils PROUD Values * Committed to knowing the community you serve and develop links and opportunities within it * Maintain awareness of own professional limitations and knowledge gaps * Committed to the principles of equality and diversity * Take responsibility for obtaining regular, effective supervision to ensure effective practice, reflection, and career development * High personal standards of integrity and probity * Ability to work flexibly and to strict deadlines * Ability to see through tasks through to completion * Ability to work and think outside the box * Honest, reliable, punctual, trustworthy * Have a ‘Can do’ attitude * Committed to knowing the community you serve and develop links and opportunities within it * Take responsibility for obtaining regular, effective supervision to ensure effective practice, reflection and career development |  | * Interview * References |
| Circumstances | * Able to work outside of office hours as required * Ability and willingness to travel locally and nationally for meetings and events. * Full current driving licence or access to a means of mobility support * Able to travel out of borough and stay overnight if required |  | * Application form * Interview |