

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

**PERSON SPECIFICATION**

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

**GRADE:** SM2

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|  | **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
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| **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
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| **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
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| **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
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| 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
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