## PERSON SPECIFICATION: HEAD OF STRATEGIC COMMISSIONING (ADULTS) POST REFERENCE: SR-105581

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | Educated to degree level or equivalent with evidence of Continuous Professional Development.  Management qualification or significant management experience at a senior level (F) (I) | Degree relating to a health or social care environment (F) (I) |
| * **Work or other relevant experience** | Significant management experience within a local authority (F) (I) (R)  Recent experience of commissioning services (F) (I) (R)  A strong and relevant track record that demonstrates success. (F) (I) (R)  Experience of managing budgets and performance effectively (F) (I) (R)  Proven record of finding innovative solutions to complex problems (F) (I) (R)  Experience of implementing service reform and service innovation (F) (I) (R)  Experience of service design, business planning and project management (F) (I) (R)  Experience of working in complex and rapidly changing environment (F) (I) (R)  Political awareness and experience of working with Elected Members (F) (I) (R) | Experience of working across organisations and with other agencies (F) (I) (R)  Recent experience of commissioning social care services (F) (I) (R)  Quality improvement knowledge and experience (F) (I) (R)  Experience of transforming services in challenging financial situations (F) (I) (R) |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** | | |

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| * **Skills, abilities, knowledge and competencies** | Excellent oral and written communication skills (F) (I)  Effective interpersonal and influencing skills including being able to communicate effectively across all disciplines and all levels (F) (I)  Sensible negotiator with practical expectation of what can be achieved (I)  Track record of performance management and delivery of projects, targets, national policy implementation, change management (F) (I)  Good understanding of the public sector, including the political, strategic and operational environment in which it operates and the modernisation agenda (F) (I)  Procedural knowledge of planning, commissioning and performance management processes and cycles (F) (I)  A good understanding of the partnership agenda between local authorities with health partners and other agencies (F) (I)  Ability to promote workforce diversity and contribute to wider equality and diversity agenda (F) (I)  Able to constructively challenge the views of other managers (I)  Able to prioritise work, and work well against a background of change and uncertainty (I) | tieodeo  Complex system and service redesign tools and methodologies (F) (I) | |
| * + **General competencies** | Requirement to travel within Hartlepool and across the North East (F) (I)  Commitment to team-working and respect for the skills of others. Self motivated, proactive and innovative (F) (I) (R)  Strong commitment to principles of improving outcomes and life chances (F) (I) (R) |  | |
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Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.