**Job Description**

This form is used to provide a complete description of the specific job and defines the required skills, knowledge, behaviours, qualifications and experience.

# Section A: Job Profile

The job profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the role and a brief description of the main duties.

## Job Details

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| Job Title: | Housing Commissioning Manager  |
| Salary: | £57,178 - £60,485(OCC) £53,754- £60,503 (ICB agenda for change contract)The successful applicant will be employed by OCC unless you are currently employed by the NHS and wish to maintain continuity of service. |
| Grade: | 15 (OCC) 8a (ICB) |
| Hours: | 37 (OCC)37.5 (ICB) |
| Team: | Strategic Commissioning  |
| Service Area: | Health, Education and Social Care Commissioning  |
| Primary Location: | County Hall, Oxford / Unipart Offices, Oxford  |
| Budget responsibility: | Yes |
| Responsible to: | Head of Commissioning (Start Well) |
| Responsible for: | Senior Housing Practitioner, Commissioning Officers |

## Job Purpose

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| The role of commissioning is to understand the population, their resources, needs, and aspirations, now and in the future. We plan with local people, and our organisational partners, to make the most effective use of local resources and develop solutions to meet needs and aspirations. We create an environment where we, local people, and organisational partners can deliver outcomes with consistency using the right skills and services in an appropriate vehicle. We support continuous improvement so we can be even more ambitious for our organisations and communities in the future.We strive to achieve this in partnership with local people, the BOB ICB, districts and city council, and providers. This promotes a person-centred, place-based and outcomes focused approach across our whole local system.We support our organisation, local people and partners to look forward, using analysis and evidence to inform plans, manage risks appropriately, apply insight and develop the market to enable the right services for our local people. We drive change so people receive the right service for their need while ensuring the best possible value is achieved, being flexible to allow for different circumstances and applying our specialisms. We learn and adapt to deliver positive outcomes in efficient and consistent ways, constructively challenging how services are provided and working together to build on our strengths.The postholder will lead on strategic commissioning activities for Housing and Social Care, including developing services and new ways of working to meet the needs and deliver outcomes for people in Oxfordshire. They will be primarily aligned to the commissioning of Housing related services for young people and Care Leavers working closely with the relevant operational services including the City and District Housing Departments and providers to ensure appropriate services are in place and are delivering effective services to children and young people. These services include but are not limited too:* YPSA
* Foyers for children aged under 18
* Private rented accommodation schemes

The postholder will lead teams of Commissioning Officers and Support Officers through matrix management arrangements to deliver specific commissioning work, based on strategic priorities as determined by the Head of Commissioning. They will also line manage a number of Commissioning Officers and Support Officers for the purposes of performance management and workforce development. |

## Job Responsibilities

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| * To identify and drive the development of strategic opportunities across services for Health, Education and Social Care, supporting the delivery of strategies and outcomes across Oxfordshire for their primary tier of need.
* To engage with colleagues across the Council, Health and other partners to identify and develop the opportunities for joint commissioning, service enhancements, innovation and efficiencies.
* To define and agree outcomes, service needs, approaches, performance targets and other requirements which ensure services contribute to the strategic aims, quality and value of the council and its partners.
* To apply research, analysis, knowledge and expertise to develop and influence strategies and make evidence-based commissioning decisions which deliver outcomes, quality and value for the people of Oxfordshire.
* To promote and enable collaboration, co-production and the voice of the service user throughout the commissioning cycle.
* To ensure compliance with all legislation and government guidance as they affect services in their primary tier of need, including financial, procurement and other regulations.
* To connect strategies, services and relevant commissioning opportunities across the council, ICB and other partners such as the District and City Council’s within Oxfordshire.
* To prepare and co-ordinate plans for commissioning, procurement and contract management activities, managing priorities and the use of commissioning resources to deliver the strategic objectives of the council and partners.
* To manage relationships and ensure all relevant stakeholders contribute to strategies and service proposals that will deliver the required outcomes, quality and value.
* To work with the corporate procurement Hub and other stakeholders to lead day-to-day relationships and activities for procurement and contract mobilisation related to their primary tier of need and other priorities.
* To work with the Quality and Improvement managers and corporate Hub to facilitate effective contract management, quality assurance, commercial opportunities and sustainability for their areas of responsibility.
* To work with the Quality and Improvement managers and procurement colleagues to inform and facilitate effective market shaping and development which will meet the current and future needs of the Council and partners.
* To drive the delivery of relevant commissioning projects and change management, ensuring the effective and efficient delivery of the required outcomes and benefits.
* To line manage Commissioning Officers and Support Officers, ensuring their team has the relevant capabilities, capacity and culture to deliver commissioning priorities efficiently and effectively.
* To be responsible for effective commercial management for their primary tier of need, managing allocated budgets and ensuring appropriate commercial arrangements are in place to support quality and value of services.
* To lead and have oversight of the Care Leaver DFE rough sleeper programme and produce reports to the Department For Education and Ministry of Housing, Communities & Local Government and attend relevant meetings
* Influence the commissioning interface with the District and City Councils, so that wherever appropriate services are jointly commissioned to deliver seamless and integrated service provision for children, young people and families
* Lead on the review of the Care Leavers and 16–17-year-old Housing Protocols
* Work with colleagues in Start Well, Live Well and Age Well to develop a All Age Housing Strategy and Needs Analysis
* Seek opportunities for additional capital funding to support new housing developments including S106 monies
* Work with developers and housing providers to create resources required to support the young people supported housing strategy
* Work with colleagues in and outside the Joint Commissioning team, and with the District and City Councils to **influence the relevant strategic planning groups and growth plans** linking to the Children’s Trust Board of the Health and Wellbeing Board and the Local Plans.
* Work with partners including housing providers, registered social landlords, letting agencies, private landlords and other community and faith groups to develop new approaches for move on accommodation such as **community based solutions** that build on existing good practice and innovative practice from other areas.
* Influence with partners the **development of housing provision and redesign of key service areas for children, young people and families.** This will include ensuring that buildings are adapted, developed and designed to meet the needs of the most vulnerable groups. Reporting will be to key decision-making bodies including Children, Education and Families Directorate Leadership Team, Children’s Trust Board, Cabinet and the relevant Scrutiny Committees. This may include responsibility for overseeing consultation processes.
* Develop resources and training for Social Workers and PA’s, housing providers and young people on a range of housing related topics.
* Take the lead in monitoring and reviewing practice against legislation and statutory duty requirements including case law. Providing a subject matter expert role within the Children’s Services department, adjusting policies and procedures and providing training where appropriate.

To undertake any other duties commensurate with the grading of the post. |

# Section B: Selection Criteria

This section provides a list of essential and desirable criteria that detail the skills, knowledge, behaviours, qualifications and experience that a candidate should have in order to perform the job. The selection criteria provide a list of essential (no more than 8-10) and desirable criteria (no more than 4). The criteria are aligned to our [corporate values](https://www.oxfordshire.gov.uk/council/about-your-council/working-oxfordshire-county-council/county-council-values).

Each of the criteria listed below will be measured through; the application form (A), a test / exercise (T), an interview (I), a presentation (P) or documentation (D).

You must provide a supporting statement as part of your application which includes examples and evidence of when you have demonstrated the criteria listed below. You will be expected to address each point separately and in the order listed. If you do not complete a full supporting statement in the requested format your application may be rejected.

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| Essential Criteria | Assessed By: |
| A degree level or equivalent qualification or relevant professional experience commensurate with the role | A, I |
| Commissioning work experience spanning at least 3 years (preferably in local government or the wider public sector), with demonstrable impact across the full commissioning cycle. | A, I |
| Demonstrable experience of successfully leading teams, managing resources, and project management to deliver outcomes, quality, and value in the public sector. | A, I |
| Ability to drive innovation, new ways of working and collaboration across a wide range of stakeholders, including other Council directorates, Health, providers and communities.  | A, I |
| Experience of strategically shaping and developing markets to deliver current and future requirements, including building capacity and commercial partnerships. | A, I |
| Demonstrable experience of commissioning housing services  | A, I  |
| Detailed understanding of housing legislation, guidance and policies in relation to adults and children’s services (safeguarding in particular), as well as commissioning, procurement and contract management. | A, I |
| Experience of joint commissioning and collaborative working across multiple organisations (preferably local government, Health and other public sector partners, although experience from other sectors may be transferable). | A, I |
| Ability to communicate effectively, build strong relationships and work flexibly with a wide range of stakeholders including providers, service users and communities. | A, I |
| Key Behaviours* Takes ownership and accountability for their personal performance.
* Builds strong relationships and networks, takes a collaborative approach with colleagues and stakeholders.
* Role models a positive, can-do attitude with a continuous improvement mindset.
* Is curious and actively seeks out emerging practices and development opportunities.
* Supports a strong team culture, empowering team members and supports team member’s learning and development.
* Communicates and collaborates pro-actively.
* Displays informed decision making
* Promotes a blameless culture.
* Resilient, determined and confident
* Provides their direct reports defined structures and objectives and applies robust performance management
* Making the best use of the Oxfordshire resources – money, people, skills, estates, equipment etc – looking beyond organisational boundaries
* Putting people and communities at the core of all we do
 | I |
| **Desirable Criteria**  | **Assessed By:** |
| Relevant qualification in Health, Education, Social Care or Commissioning.Postgraduate qualification in Strategic Commissioning, management or equivalent | A, I  |
| An understanding of innovative concepts and ways of working to improve commissioning, such as outcomes-based commissioning, strengths-based approaches and new delivery models. | A, I |
| Good knowledge of the health, education and social care strategic landscape, including legislation, regulations, government guidance and policies.  | A, I  |
| Housing qualifications and membership of relevant professional bodies | A, I |

# Section C: Pre-employment Checks

All appointments are subject to standard pre-employment screening. This will include identity, references, proof of right to work in the UK, medical clearance and verification of certificates. Further information can be found here [Pre-employment checks](https://www2.oxfordshire.gov.uk/cms/content/support-attending-interviews)

Additional pre employment checks specific to this role include:

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| [ ]  | Enhanced Disclosure and Barring Service check with Children’s and Adults Barred List | [ ]  | Enhanced Disclosure and Barring Service check without [an Adult/Children’s barred list check](https://intranet.oxfordshire.gov.uk/cms/content/safer-recruitment-and-disclosure-and-barring-service-checks#enhanced-dbs-check-without-an-adult-childrens-barred-list-check) |
| [ ]  | Enhanced Disclosure and Barring Service check with Children’s Barred List | [ ]  | Enhanced Disclosure and Barring Service check with Adults Barred List |
| [x]  | Standard Disclosure and Barring Service check | [ ]  | Basic Disclosure |
| [ ]  | Disqualification for Caring for Children (Education) | [ ]  | Overseas Criminal Record Checks |
| [ ]  | Prohibition from Teaching | [ ]  | Professional Registration |
| [ ]  | Non police personnel vetting | [ ]  | Disqualification from Caring |
| [ ]  | Other (please specify):       |  |  |

# Section D: Working Conditions

This is a guide to the working conditions and the potential hazards and risks that may be faced by the post-holder.

## Health and Safety at Work

You are responsible for your own health, safety and wellbeing, and undertaking health and safety duties and responsibilities for your role as specified within Oxfordshire County Councils Health and Safety Policy.

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked).

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| [ ]  | Provision of personal care on a regular basis | [ ]  | Driving HGV or LGV for work |
| [ ]  | Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects | [ ]  | Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or a council vehicle for work purposes) |
| [ ]  | Working at height/ using ladders on a regular/ repetitive basis | [ ]  | Restricted postural change – prolonged sitting |
| [x]  | Lone working on a regular basis | [ ]  | Restricted postural change – prolonged standing |
| [ ]  | Night work | [ ]  | Regular/repetitive bending/ squatting/ kneeling/crouching |
| [ ]  | Rotating shift work | [ ]  | Manual cleaning/ domestic duties |
| [ ]  | Working on/ or near a road | [ ]  | Regular work outdoors |
| [x]  | Significant use of computers (display screen equipment) | [x]  | Work with vulnerable children or vulnerable adults |
| [ ]  | Undertaking repetitive tasks | [ ]  | Working with challenging behaviours |
| [ ]  | Continual telephone use (call centres) | [ ]  | Regular work with skin irritants/ allergens |
| [ ]  | Work requiring hearing protection (exposure to noise above action levels) | [ ]  | Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres) |
| [ ]  | Work requiring respirators or masks | [ ]  | Work with vibrating tools/ machinery |
| [ ]  | Work involving food handling | [ ]  | Work with waste, refuse |
| [ ]  | Potential exposure to blood or bodily fluids | [x]  | Face-to-face contact with members of the public |
| [ ]  | Other (please specify):      |  |  |

**Agile Working**

All staff may be required to work from a different base or in a different location at some point in the future in line with any Council or school needs.  Such changes will be made after proper consultation and shall be deemed to be reasonable after taking into account any personal requirements.