



Role Profile	
Career family	People Care
Professional pathway	Commissioning
Professional pathway level	Senior Professional /Senior Technical Lead / Strategic Professionals (5b)
Associated job summary overviews	• Strategic Commissioner
Grade / Grade range	15
Reference number	HESC-5B

Purpose

Provide senior-level technical leadership and authoritative expertise within a defined professional area. Supervise and support technical experts, ensuring high standards of practice, innovation, and compliance across complex service areas. Contribute to long-term planning, influence strategic decisions, and act as a trusted advisor to senior leaders and stakeholders within and outside of the Council. While not managing teams directly, they play a key role in shaping technical direction and building capability across the organisation.

Corporate accountabilities

- Become an expert, research best practices to suggest improvements to leaders, considering organisational reputation and risks.
- Collaborate with teams to drive enhancements, ensure timely and budgeted service and workforce plans while managing risks.
- Demonstrate professionalism at all times and embrace matrix working with colleagues and partners, removing silos.
- Collaborate with senior leaders to develop, shape service delivery plans, workforce strategy, and our people and culture strategy that aligns with service delivery priorities and Oxfordshire's strategic plan, aiming to mitigate long-term risks and ensure high-quality services for residents.
- Share best practice, coach and train new colleagues on work, systems and practices within the service.
- Identify and lead development opportunities across the organisation, with partners and communities.
- Advise senior leaders to keep them informed about options, risks, and risk mitigation for better decision-making, and contributing to risk prevention / mitigation within services, including risks to health and wellbeing.
- Be innovative - and seek to lead change.
- Communicate clearly and effectively with colleagues and customers, including representing the council as a technical expert.



- Handle highly complex and/or sensitive queries and provide expert technical guidance and information.
- Influence and negotiate with stakeholders to achieve desired outcomes.
- Act as an Equality, Diversity and Inclusion (EDI) role model, taking responsibility for learning about EDI and promoting an inclusive working environment.
- Seek to enhance the health and wellbeing of yourself and others
- Provide active leadership to drive improved environmental performance within your business area, championing our organisation's commitments to environmental sustainability with your teams, partners and suppliers.
- Demonstrate and promote strong financial management, ensuring compliance with contract and finance policies and procedures, and deliver services within budget. Actively seek opportunities to improve value for money, manage financial pressures and achieve planned savings across the organisation.
- Demonstrate and promote strong commercial and supplier management practice. Ensure that contract and supplier relationships are managed professionally in line with their risk classification to ensure that service delivery, contractual and performance outcomes are met or exceeded and within budget. Take responsibility as Senior Responsible Officer (SRO) for any contracts assigned to you.
- Deputise for the Operational Manager/Senior Manager as required.

Professional pathway accountabilities

- Provide strategic technical leadership across complex or high-risk service areas.
- Supervise and support technical experts to ensure consistency, quality, and innovation in practice.
- Lead the development and implementation of technical standards, frameworks, and methodologies.
- Act as a senior advisor on complex technical matters, offering solutions that align with organisational and system goals.
- Evaluate and recommend new technologies, tools, or approaches to enhance service delivery.
- Contribute to organisational learning by capturing and sharing technical insights and lessons learned.
- Represent the Council and the ICB in technical forums, partnerships, or regulatory discussions.
- Support the development of technical roadmaps and long-term planning in collaboration with senior leaders in the Council and system.
- Champion inclusive leadership and staff wellbeing across teams and services.

Qualifications, skills, knowledge and experience required

Recognised professional qualification or significant experience in a relevant technical discipline.

Ability to critically evaluate complex information and provide sound, evidence-based recommendations.

Skilled in translating technical concepts for non-specialist audiences.

Experience contributing to organisational learning and technical development.



Awareness of the broader policy, economic, or environmental context affecting the technical area.

Excellent communication skills to influence, advise, and represent the organisation in technical matters.

Understanding of how technical expertise supports corporate strategy and public value.

Proven ability to stay current with emerging trends, technologies, and innovations in the field.

Values and behaviours

Our organisational values underpin everything we do and say. In short: our values describe ‘the way we do things here’. They are:

- **Always learning**
- **Be kind and caring**
- **Equality and integrity**
- **Take responsibility**
- **Daring to do it differently**

Accessibility

If you (or anyone you know) needs this document in an alternative format i.e., Easy Read, large text, audio, Braille, or a community language, please contact your line manager to discuss your requirements or call the council’s customer services team on 01865 792422 and we will work with you to meet your needs.



Job Summary Overview

Job title	Strategic Commissioner (Start Well, Live Well, Age Well Commissioning)
Career family	People Care
Professional pathway	Commissioning
Professional pathway level	Senior Professional /Senior Technical Lead / Strategic Professionals (5b)
Grade	15
Reports to	Head of Joint Commissioning (Life Cycle)
Financial responsibility	Responsible for Management of budgets allocated to the postholder as required. Significant budget responsibility and influence – single lifetime project/service contract costs may exceed £20-50m Self-service financial limit- £100,000 Noncontract spend, pre-procurement activity and contract award authorisation for goods, services and works of up to £100,000.
Supervisory responsibility	Commissioning Officer and/or Senior Commissioning Officer
Reference number	ROP-HESC-5A

This job summary overview should be read in conjunction with the associated role profile corresponding to the professional pathway level.

Job Summary

The role of Strategic Commissioner is designed to lead and drive the development of strategic opportunities across Health, Education, and Social Care services, ensuring the delivery of user and system outcomes that align with the Council's and ICB and other partners' strategic aims. The role is a system convenor, focusing on collaboration, co-production, developing and delivering evidence-based decision-making, and compliance with legislative frameworks and national and local policy, while shaping services and markets to meet current and future needs. It influences stakeholders, manages partnerships, and ensures quality, value, and sustainability in service delivery. This role will focus on commissioning activity within the postholder's area of expertise, which may include:

- Children's services
- Education
- Adults of working age
- Older people
- Workforce development



➤ Housing

- Define population and service needs, outcomes, and performance targets to achieve Council and ICB strategic aims and best value.
- Create evidence-based, innovative strategies and commissioning plans through research, engagement, and co-production.
- Identify and maximise strategic opportunities and commissioning impact across Health, Education, and Social Care services.
- Facilitate market development, procurement, and contract mobilisation to meet current and future needs.
- Lead implementation of national and local strategies, including development and management of annual plans, resource allocation, and efficiencies.
- Influence policy and contribute to national developments and best practice through partnerships, strategic alignment, briefings, and communications.
- Provide specialist advice, business case development, and evidence delivery for strategic aims and financial outcomes.
- Manage, coordinate, and assure commissioning plans, service quality, delivery, financial control, and impact.
- Ensure inclusive commissioning by embedding service-user, carer, and stakeholder voices throughout the process.
- Manage approvals, risk, compliance, and reporting up to Cabinet and DLT/board level, ensuring legislative adherence.
- Lead and collaborate across Council, ICB, and external partners to enhance system-wide outcomes, innovation, and efficiencies whilst working within financial and procurement rules as set out in both organisations system of delegation.
- Coach, manage, and maintain effective relationships with stakeholders, staff, and partners to enable delivery and governance.
- Oversee care packages for complex cases, review incidents and serious case reviews, and deputise for senior managers as required.
- Operate under pressure from senior leaders and system partners, regularly multi-tasking and dealing with several conflicting priorities.
- Assure impact of commissioned services through contract management, quality assurance, user feedback, impact and sustainability analysis in partnership with service users and carers, Quality and Improvement, operational teams and other stakeholders
- Report on progress with implementation and impact of commissioned services and strategies, manage variations and recovery plans and mitigate risks and issues.
- Line manages commissioning staff to assure impact of strategic commissioning and lead on specific projects relevant to the role.
- Fulfil any other duties aligned with role grading and delegated responsibilities.



Specific requirements	Essential Mark with ✓	Desirable Mark with ✓	
A degree level or equivalent qualification or relevant professional experience commensurate with the role	✓		
Strong commissioning work experience (preferably in local government, health or the wider public sector), with demonstrable impact across the full commissioning cycle.	✓		
Demonstrable experience of successfully leading teams, managing resources, and project management to deliver outcomes, quality, and value in the public sector.	✓		
Ability to drive innovation, new ways of working and collaboration across a wide range of stakeholders, including other Council directorates, Health, providers and communities.	✓		
Experience of strategically shaping and developing markets to deliver current and future requirements, including building capacity and commercial partnerships.	✓		
Demonstrable experience of commissioning services for the specific Tier of Need or portfolio area for this role.	✓		
Detailed understanding of legislation, guidance and policies in relation to adults and children's services (safeguarding in particular), as well as commissioning, procurement and contract management.	✓		
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).	✓		
Ability to communicate effectively, build strong relationships and work flexibly with a wide range of stakeholders including providers, service users and communities.	✓		
Relevant qualification in Health, Education, Social Care or Commissioning. Postgraduate qualification in Strategic Commissioning, management or equivalent		✓	
An understanding of innovative concepts and ways of working to improve commissioning, such as outcomes-based commissioning, strengths-based approaches and new delivery models.		✓	
Good knowledge of the health, education and social care strategic landscape, including legislation, regulations, government guidance and policies.		✓	
Working Arrangements			
■ The post is not politically restricted. ■ Basic DBS check with Barring List is required. [Note – this should be based on Verifile record/title] ■ Contractual base as detailed on contract, but you are able to work on a flexible basis in line with our Agile Working Policy ■ Able to travel across the county and work from various office locations within the county.			
Health and Safety at Work [			
All employees have responsibilities for health and safety – both for themselves, colleagues and the people we work with. The potential significant hazard(s) and risk(s) for this post are identified below (those ticked).			
☐	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
☐	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
✓	Significant use of computers (display screen equipment)	✓	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

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