

## Job Profile

**Job Title:** North London Councils Commissioning Manager  
**Job Grade:** Level 5 Zone 1  
**Salary Range:** £49,930 - £57,543

### About Camden

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

### About North London Councils Programme:

The post will sit within the North London Councils Programme, which is hosted by Camden Council. This is a programme set up by the 5 North London Councils (Barnet, Camden, Enfield, Haringey & Islington):

- to deliver programmes of work that address shared priorities in partnership
- to promote a strong local authority presence within North London's Sustainability and Transformation Programme Integrated Care System (ICS).

The Programme Team is a high profile, high performing team that is a key strategic partnership between the 5 Councils. In 2021 we won the national LGC award for Adult Social Care demonstrating the impact of our work.

### About the role

This role supports the development and delivery of a cross borough programme of work with the adult social care market that yields benefits for the local authorities, NHS partners and residents through:

- Working in a matrix way across all domains in the team; supporting the strategic leads and programme managers to deliver system and population wide change across projects related to market management, workforce development, learning disabilities and children and young people
- Supporting the NCL digital social care programme to embed solutions such as remote monitoring and digital social care records in social care settings
- Managing a grants process for our digital social care records programme of approximately £200,000 funding per annum to support providers to implement digital social care records
- Supporting commissioning approaches for bedded care services across NCL to secure provision in line with local need and to yield cost avoidance and/or financial savings, whilst ensuring the market remains sustainable.
- Using market analysis to develop the use of sustainable cost models and tools for care placements and work with boroughs to embed these across older people's and learning disability placements
- Coordinating responses to changing circumstances or guidance impacting on the care sector across the 5 boroughs quickly and impactfully
- Undertaking detailed analysis of various health and social care data sets to underpin effective evidence-based proposals.
- Developing excellent strategic relationships with providers of care to understand the challenges and opportunities providers have and for these to inform supportive and effective partnerships with the Councils and NHS.
- Supporting varied areas of work on behalf of the 5 Councils with health colleagues

### About you

We are looking for an experienced commissioner who is looking to further develop their skills, experience and impact in delivering and evaluating change. You will benefit from direct exposure to senior local government officers and politicians across five local authorities. You will bring an ability to think strategically and support a complex and

evolving local agenda. You will also bring the skills required to support the development and delivery of a programme of work that yields benefits for the local authorities, NHS partners and local residents.

To be successful in this post, you will be excellent at building credible relationships across a wide range of stakeholders across the 5 Councils and NHS partners. You will be experienced at working collaboratively and successfully across agencies to deliver improved outcomes and will be confident in developing excellent partnerships across the local authority and health landscape. You will be able to deal with conflicting views including offering pragmatic and palatable solutions. You will be confident at analysing health and social care datasets to support a deeper understanding of local services and using your knowledge to identify priorities for change.

### **Knowledge:**

- You will be educated to degree level or have equivalent relative experience in this area.
- Knowledge of local authority and adult social care markets pertaining to commissioning of services
- Knowledge to address the needs of people with learning and physical disabilities and other vulnerable adults via the commissioning cycle supported by relevant work experience.
- Knowledge and understanding of the legislative and contextual framework, government policies and procedures and general direction of current government thinking. Expertise at implementing this in practice to the benefit of local residents.
- Understanding of contract compliance and of individual commissioning responsibility
- Proficiency in the use and understanding of IT and Information Management and data protection legislation.
- Understanding of the procedures involved in commissioning services and market management.
- Ability to interpret complex data effectively to develop new insights which inform evidence-based recommendations

### **Experience:**

- Significant experience of the adult social care and health sector
- Experience of identifying savings and supporting authorities to achieve savings targets
- Experience of developing and maintaining positive working relationships with providers
- Experience in supporting brokerage teams, managers and commissioners in achieving efficiencies
- Proactively making recommendations and supporting teams in resolving/managing complaints and contractual compliance issues
- Ability to deliver management information/reports to ensure trends and risks are escalated with remedies and/or options for mitigation.
- Experience of advising and supporting senior managers and leaders.
- Experience of developing new approaches to address system challenges and building support for projects / programmes across multiple stakeholders
- Comfortable operating in a fluid and evolving environment, being able to cope with ambiguity, work collaboratively in cross-functional teams and manage multiple interfaces.
- Proven skills and experience of commissioning and procurement within adult social care
- Highly skilled in prioritising and balancing competing demands, managing stress, meeting deadlines and targets, and being appropriately accountable.

### **Work Environment:**

- This post is hosted by Camden Council at 5 Pancras Square. We are committed to flexible working that enables individuals to thrive.
- Laptop and equipment is provided for safe at home and office working
- The post-holder will work in an 'agile' way in line with Camden's move to a paperless and flexible work environment.

### **People Management Responsibilities:**

The role will not directly line manage any staff. The team works flexibly, and it is not likely that the post will line manage other roles in the future.

**Relationships:**

Through the Programme Management approach, the role will support the delivery of work across the 5 Councils, which will require strong matrix management skills where the role will regularly support programme inputs across Councils.

**Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine our corporate services, and we'll redefine what a career can be.

**Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

**Diversity & Inclusion**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

**Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

**Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG,