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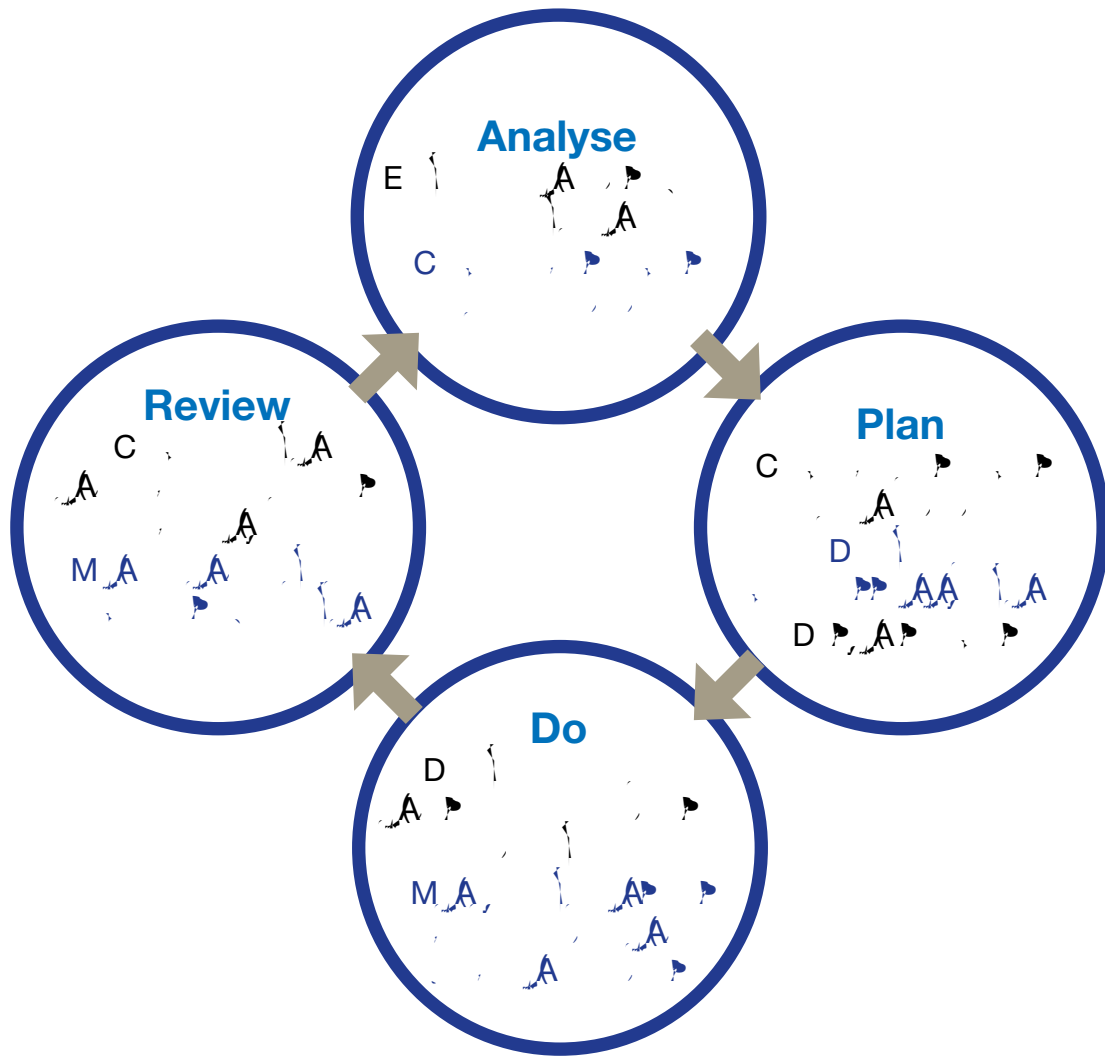
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# What is this guide and who is it for?

wellbeing. |

**A bold**



## How does good commissioning make a difference?

G  
 self-directed preventative services,

D  
 A

JA  
 G H

Westgate House - commissioners, providers and people who need care and support working together

The best commissioners have the confidence to challenge the status quo, take on radical change, collaborate effectively with external stakeholders, gain a deep understanding of the need and target resources effectively to meet those needs

The Commissioning Academy

# What do commissioners do?

External partners

Internal partners

Commissioning can be a very

External partners

Internal partners

Internal partners

procurement contracting

Internal partners

[Tom Johnson, Commissioning Officer](#)

[Susan Carter, Commissioning Manager](#)

[Tim Napper, Commissioning Manager](#)

[Ruth Harrington, Head of Commissioning](#)

## Commissioning roles

Example of a commissioning role: A person who is responsible for identifying and procuring services to meet the needs of the community.

Commissioning roles can be split into two main categories:

Commissioning roles can be split into two main categories:

1. **Strategic Commissioning** - This involves setting the overall vision and strategy for the commissioning function, ensuring it aligns with the organization's mission and objectives.

2. **Operational Commissioning** - This involves the day-to-day management of the commissioning process, including identifying needs, sourcing providers, and managing contracts.

Strategic Commissioning roles are typically held by senior managers, such as the Chief Executive or the Director of Commissioning. Operational Commissioning roles are typically held by middle managers, such as the Commissioning Manager or the Commissioning Officer.

For more information on commissioning roles, please visit our website.

Visit [here](#) for more information on commissioning roles.

Our commissioning roles are currently open for applications.

It's all about having a varied, diverse team with different experience to bring to the table.

You don't need to be an expert, it's more important to be an expert at finding the answer.

Kent County Council

## Could I work in commissioning?

C

### Experience

P



A

☾ We have a strong project management culture and look for individuals with good personal skills and a 'can do' attitude. ☽

Kent County Council

☾ We keep an open mind and look beyond qualifications to make sure we recruit people with the right skills for commissioning. ☽

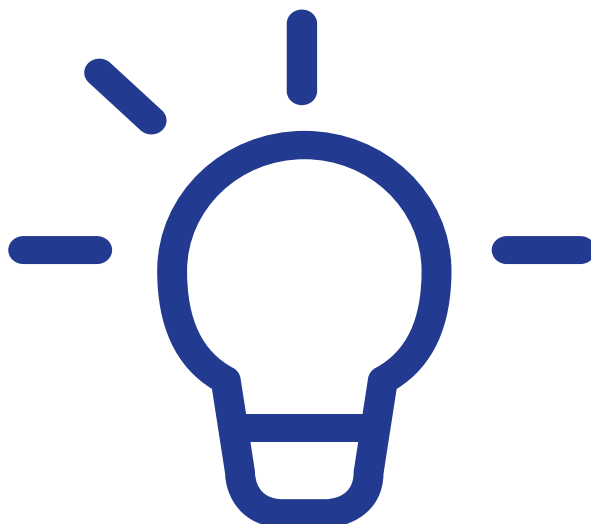
Solihull Council

## Skills, abilities, knowledge and understanding

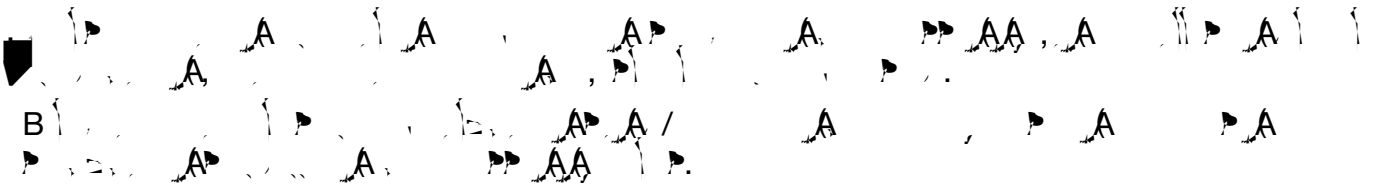
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# Learning and development



<p><b>Commissioning Assistant/ support</b></p>	<p>Q (QF) L 3, A A</p> <p>C A A A A A</p>
<p><b>Commissioning Officer</b></p>	<p>Q (QF) L 5 A A A A A A</p> <p>A A A A A A</p>
<p><b>Commissioning Lead/ Manager</b></p>	<p>Q (QF) L 5 A A A A A A</p> <p>A A A A A A A A A A</p> <p>M A A A A A A A</p>
<p><b>Head of Commissioning</b></p>	<p>Q (QF) L 5 A A A A A A</p> <p>(L 5 A)</p> <p>E A A A A A A A</p>



## Pay and conditions

C	PP AA A/PPA/	£20 - £24k
C	PP AA O,	£25 - £42k
C	PP AA L, /M/A,	£40 - £56k
H, C	PP AA	£63 - £88k

Y: ... (2016)

### Working conditions

... outcomes.

... person-centred A

## Where the role can lead

QA ... A ... A ... A ...



## Learning and development

### Academy for Justice Commissioning



### The Commissioning Academy



## Team Manager, Joint Commissioning and Performance Management

Dave Wilson, Tameside Metropolitan Borough Council





## Commissioning Specialist, Adults with Learning Disabilities

Manny Jhavar-Gill, Telford and Wrekin Council

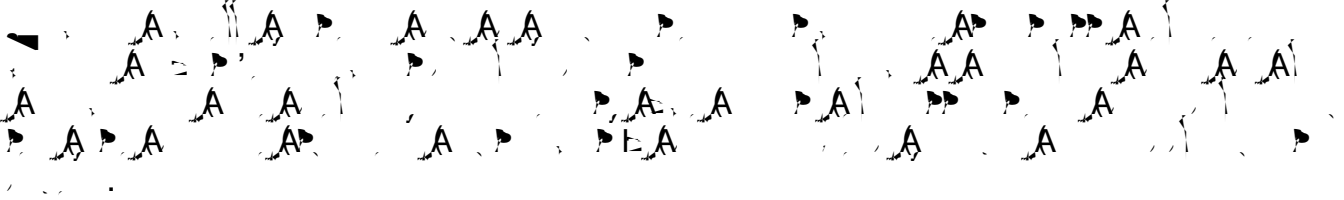
Tell us about the service area(s) you currently commission

## **Career journeys into commissioning**

### **Head of Community Wellbeing Commissioning**

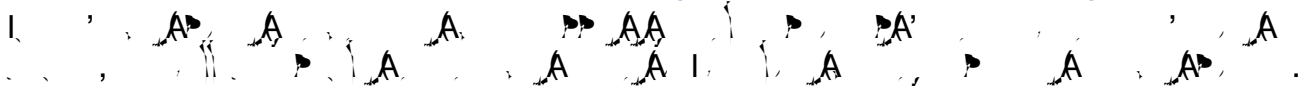
**Ruth Harrington, Hertfordshire County Council**

### How does your role make a difference?



On a personal level I have a strong team and I am working with colleagues and a management team that I respect. There is a culture of challenge and debate but it's also very supportive. I have learnt a lot in the last year, I am now keen to stay in the statutory sector for the foreseeable future and can see development and promotion opportunities ahead of me

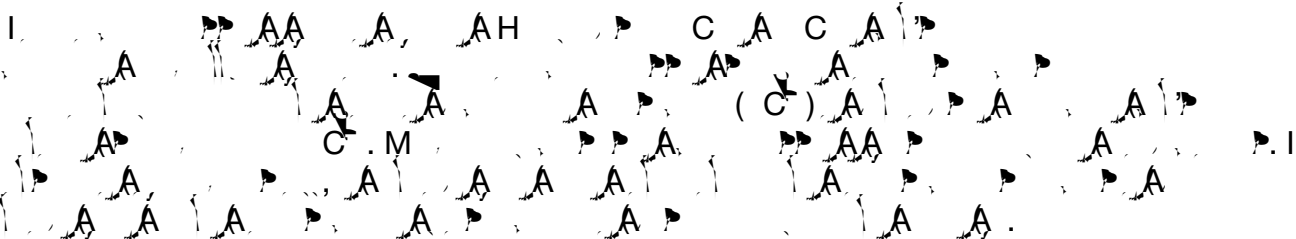
### What would you say to someone considering a career in commissioning?



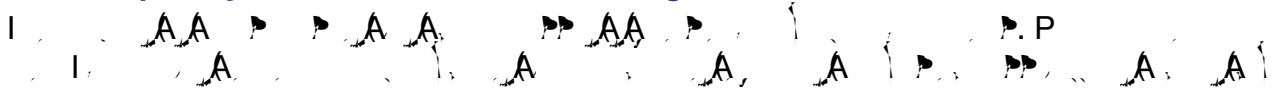
### Commissioning manager (carers)

Tim Napper, Hertfordshire Council

### Tell us about the service area(s) you currently commission



### What inspired you to work in commissioning?



## Previous jobs

	Job title and description	How many years?
Current	Commissioning Manager (Contract), Commercial, Health, Commissioning	2
Previous 1	Project Officer / Project Officer - Local, Commercial, Commissioning, Health	1
Previous 2	Project Officer - Commercial, Commissioning, Health, Commercial, Commissioning	1
Previous 3	General Manager, Commercial, Health, Commissioning	2

### What do you like/ enjoy about working in commissioning?

I like the challenge of working in commissioning, the variety of projects, the opportunity to work with different stakeholders, and the chance to make a difference to the community. I also enjoy the collaborative nature of the role and the support from my colleagues.

### How does your role make a difference?

My role makes a difference by ensuring that the services we commission are of high quality and meet the needs of the community. I work closely with service providers to monitor performance and ensure that we are getting the best value for money. I also play a key role in the procurement process, ensuring that we are selecting the most suitable providers.

### What would you say to someone considering a career in commissioning?

Commissioning is a challenging but rewarding career. It offers the opportunity to work on a variety of projects, develop your skills, and make a positive impact on the community. If you are interested in procurement, project management, and working with different stakeholders, then commissioning could be a great career choice for you.



<b>Outcome</b>	
<b>Partners</b>	
<b>Personalisation</b>	
<b>Person-centred</b>	
<b>Preventative services</b>	
<b>Procurement</b>	
<b>Providers</b>	
<b>Self-need them, id</b>	<b>1 T5 are services, etc.</b>

<b>Values</b>	
<b>Wellbeing</b>	

## Acknowledgements

H A C A A D A  
 C A B A C A B A C A C E A C A A  
 A C A C A C A D A H EA C A E C A  
 D P H C A C A H A L I N K A C A C A  
 L A C A C A L G A A A M C A N A C  
 F N A D A I A O C A C A P H  
 E A A P C A A C A C A C A



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