



**Isle of Man
Government**
Reillys Eilan Vannin



Director of Strategy and Commissioning

Department of Health and
Social Care

Isle of Man

Working together for the Isle of Man

A key member of the senior management team and reporting directly to the CEO you will lead and be responsible for strategic commissioning arrangements for the following areas of health and social care:

- Primary Care Services
- Acute and Related Services
- Community Health Services
- Mental Health Services
- Social Care Services
- Specialised Care Service
- Third Sector and Private Sector Organisations
- Interface with Public Health Services (Screening and Immunisations) and other Departments as necessary on Commissioning

Duties and Responsibilities

Leadership and Strategic Direction Responsibilities

- Set the high-level strategic objectives and outcomes for health and social care outlined in the Mandate to Manx Care
- Develop the Island's medium and long-term health and social care strategy, bringing together advice and guidance from stakeholders
- Provide advice, support and guidance to the Chief Executive Officer, Ministers, Members and Senior Management colleagues on all aspects of the DHSC's health and social care strategy
- Develop tactical responses to urgent, emerging health and social care needs, (including pandemic, substance abuse etc.) working with the Minister, other Departments and partners such as Manx Care and Public Health
- Research global best practice (for example from other comparable territories, health and social care think-tanks and technology providers) to develop approaches to emerging health and social care needs

Policy Responsibilities

- Research, recommend and deliver policy to improve the health and wellbeing of the people of the Isle of Man
- Developing health and social care policy and applicable legislation, working with the Director of Governance Policy and Legislation in association with the Attorney General's Chambers

Performance Management and Improvement Responsibilities

- Develop, negotiate and agree the Mandate for each Service Year with Manx Care and agree any in-year changes that may be required

- Set the reporting and data requirements (for inclusion in the Mandate) for monitoring and assessment of the performance of Manx Care
- Monitor and assess the performance of Manx Care in accordance with the Mandate including the reporting and data requirements
- Collaborate across the Department to identify any improvement needs in Manx Care based on performance against the Mandate, the findings of any independent inspections or any other reliable information or evidence
- Oversee the monitoring and reporting on overall operational performance and effectiveness in accordance with the functions and duties of the DHSC's Business Plan and the Island's Programme for Government. This will include:
 - implementing processes to support the successful delivery of the DHSC's performance objectives and targets
 - implementing processes for the delivery of change programmes and projects
 - establishing and improving operational reporting and performance monitoring mechanisms at department, division and service levels
 - developing and enhancing the existing framework of performance standards and measures across the DHSC including identifying and utilising benchmarks that facilitate informed comparison of performance
 - produce the formal "letter of assessment" (as required by the Manx Care Bill) in response to Manx Care's Annual Report

Procurement and Contracting Responsibilities

- Oversee the procurement and contracting for all non-health and social care related products and services that the DHSC consumes or otherwise requires to be provided. In doing so continually seek to achieve quality improvements and improved value for money
- Overseeing the delivery of the DHSC's strategic commissioning framework
- Work with DHSC's Director of Finance to achieve and maintain financial sustainability of all commissioned services across the health and social care setting

Resource Management Responsibilities

- Direct the strategy and commissioning function, building a collaborative working environment and an innovative culture
- Ensure the effective management of staff within the strategy and commissioning function
- Ensure effective staff development, performance management and appraisal within the strategy and commissioning function in accordance with DHSC policy
- Transfer expertise and knowledge as appropriate, encouraging and developing innovation throughout the strategy and commissioning function
- Lead, motivate, inspire and develop staff within the DHSC to ensure that they are able to deliver key outcomes

Key Working Relationships

- Build and maintain good working relationships with a broad range of internal and external stakeholders at all levels and from a range of interest groups
- Employ effective communication, negotiation and influencing skills with internal and external stakeholders
- Represent the DHSC at cross-governmental meetings, committees and boards as necessary
- Represent DHSC's strategy and commissioning function within DHSC and to external stakeholders as necessary

Background

The way in which health and social care services are delivered in the Isle of Man is undergoing an exciting transformation as a direct result of the Independent Health and social care review conducted by Sir Jonathan Michael. Sir Jonathan's final report can be viewed here: [Final Report](#).

A key recommendation of the review was to establish a new publicly funded, arms-length health and social care delivery organisation. As a result, from April 2021, "Manx Care" will take responsibility for delivering integrated health and social care services for the people of the Isle of Man. New legislation to establish Manx Care is currently in the process of being approved, with operation commencing in April 2021.

Manx Care will operate under an annual Mandate from the Island's Department of Health and Social Care (DHSC).

As a direct result of these changes the DHSC will have additional responsibilities and functions with a number of new roles being identified to take those functions forward.

Person Specification

Attribute	Essential Desirable	Method of Assessment
Credibility		
Extensive and demonstrable relevant experience in strategic commissioning including the development of strategic commissioning frameworks across health and social care	E	CV/Interview
Extensive experience of managing multi-million-pound contracts in a complex environment and a proven track record of leading high value contractual negotiations	E	CV/Interview
Experience successfully leading high-value contractual negotiations	E	CV/Interview
Extensive experience of consulting with a range of stakeholders in developing strategy, policy and undertaking commissioning	E	CV/Interview
Extensive experience of strategic planning	E	CV/Interview
Proven and significant leadership experience - building culture, values and skills across an organisation and its partners	E	CV/Interview
Extensive experience of being responsible for budgets, involved in budget setting, financial modelling and working knowledge of financial processes, financial analysis, forecasting and managing funding	E	CV/Interview
Commercial understanding and business acumen	E	CV/Interview
Extensive evidence of leading innovative transformational change to deliver improved outcomes	E	CV/Interview
Understanding of the Isle of Man health and social care system or comparable small, autonomous health and social care systems	D	CV/Interview
Experience of delivering high-quality, integrated health and social care services	D	CV/Interview
Capability		
Excellent communication and interpersonal skills - verbal, written, presenting, listening and facilitation, negotiating and influencing	E	CV/Interview

Attribute	Essential Desirable	Method of Assessment
Analytic, critical thinking and pragmatic approach to addressing complex strategic and operational challenges	E	CV/Interview
Proven ability to implement continuous improvement, performance standards, measures, quality assurance and monitoring mechanisms to improve operational effectiveness	E	CV/Interview
Future focussed and flexible, encouraging innovation and supporting sustainable change	E	CV/Interview
Able to work and make decisions autonomously	E	CV/Interview
Empathetic to political, cultural and other factors whilst maintaining independence and objectivity	E	Interview
Experience of working within project management structures and principles	D	CV/Interview
Experience and understanding of legal and financial compliance	E	CV/Interview
Recent continued professional development	E	CV/Interview
Character		
Able to build effective relationships quickly	E	CV/Interview
Inspires and motivates – supports team to succeed and recognises their achievements	E	Interview
Trusts and is trusted – gains trust and respect, communicates in a truthful, straightforward way	E	Interview
Able to act as a senior representative of DHSC to promote its work to patients, service users, the wider public and other stakeholders	E	Interview
Has positive energy and drive – demonstrates personal commitment, talks with passion and remains positive during challenging times	E	Interview
Isle of Man Worker	D	CV/Interview