



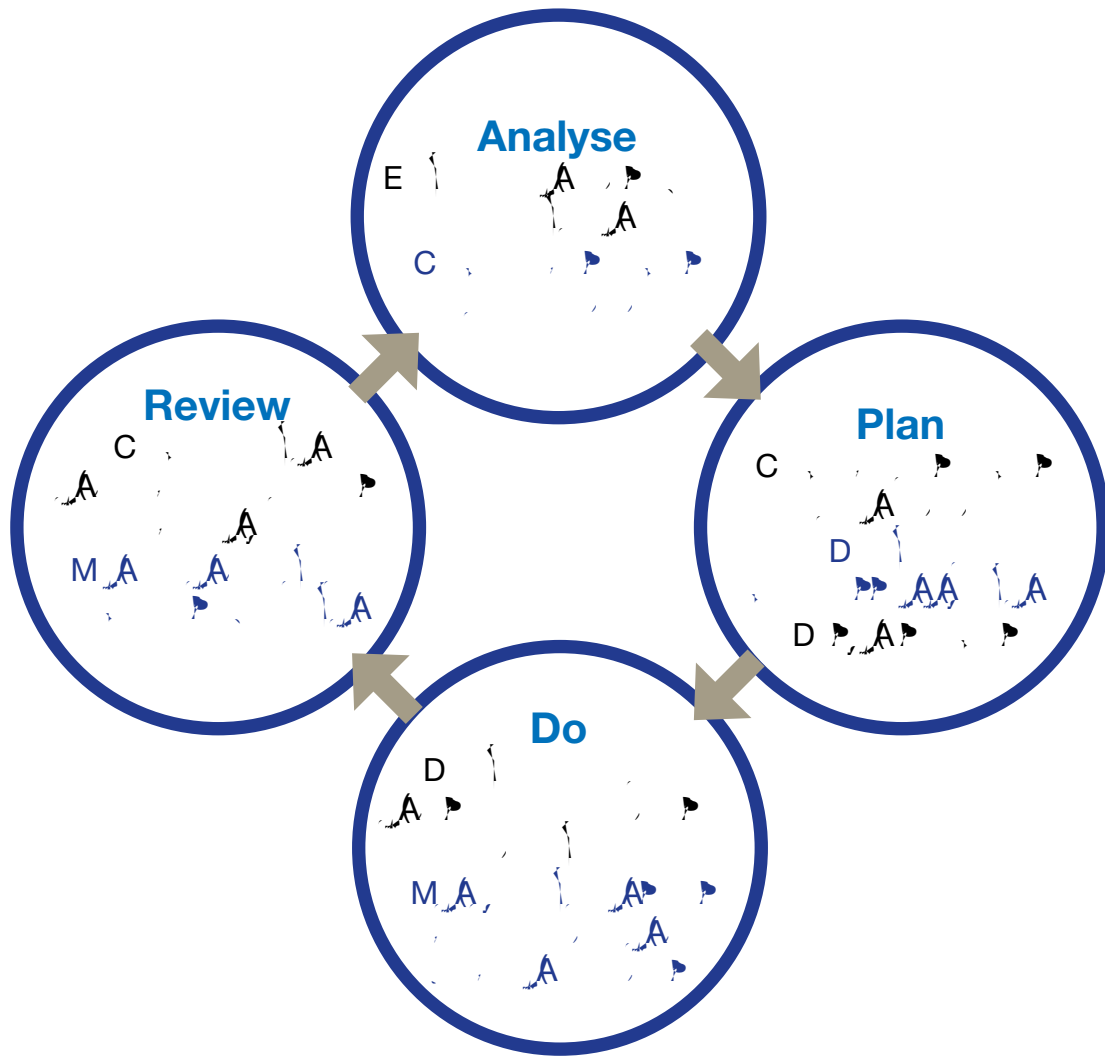
# Contents

	<b>3</b>
	<b>3</b>
	<b>4</b>
	<b>5</b>
	<b>6</b>
	<b>7</b>
	<b>8</b>
	<b>10</b>
	<b>11</b>
	<b>11</b>
	<b>12</b>
	<b>12</b>
	<b>13</b>
	<b>15</b>
	<b>21</b>
	<b>23</b>

# What is this guide and who is it for?

wellbeing. |

**A bold**



## How does good commissioning make a difference?

directed preventative services, self-

[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

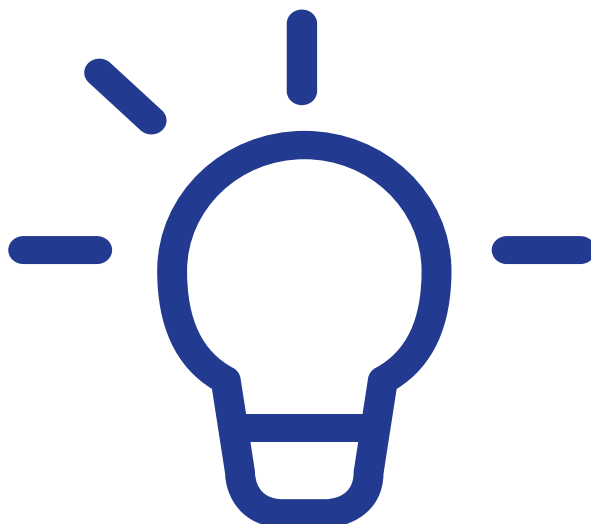
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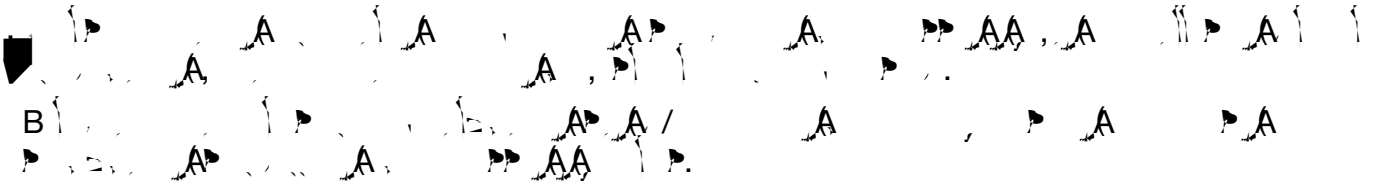
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# Learning and development



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







## 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

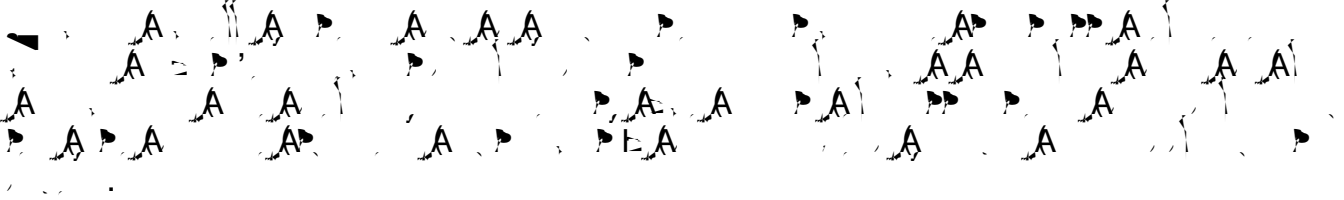
Tell us about the service area(s) you currently commission

## **Career journeys into commissioning**

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

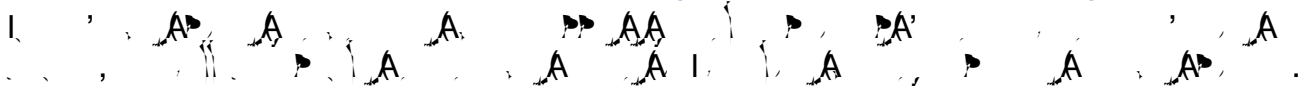
**Ruth Harrington, Hertfordshire County Council**

### 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

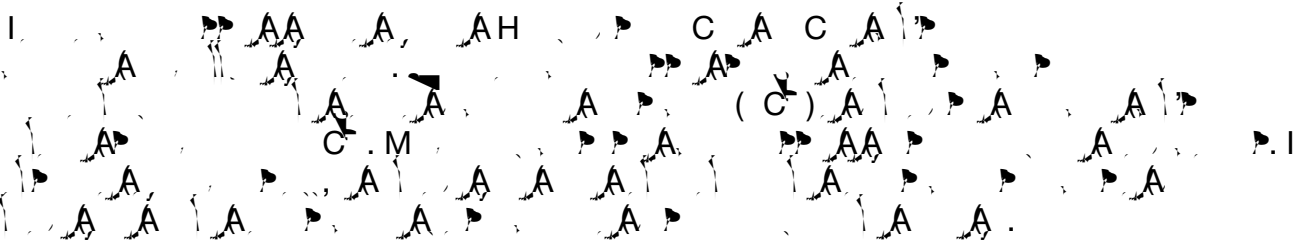
### What would you say to someone considering a career in commissioning?



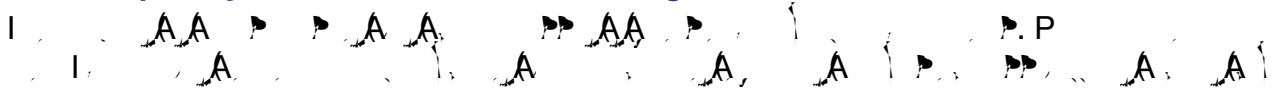
### Commissioning manager (carers)

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, Community Care	2
Previous 1	Project Officer / Project Officer - Local, Commercial, Health, Community Care	1
Previous 2	Project Officer - Commercial, Commercial, Health, Community Care	1
Previous 3	General Manager, Health, Community Care	2

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

I like the challenge of commissioning, the ability to work with different stakeholders, and the opportunity to make a difference to the community. I also enjoy the collaborative nature of the role and the chance to learn from others in the industry.

### How does your role make a difference?

My role makes a difference by ensuring that the right services are commissioned for the right people at the right time. This helps to improve the quality of care and reduce costs for the NHS. I also work to ensure that the commissioning process is transparent and accountable.

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

Commissioning is a challenging but rewarding career. It offers the opportunity to make a real difference to the NHS and the community. If you are interested in working with different stakeholders and have a strong understanding of the NHS, 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

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 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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