

Job Description

Job Title	FNSP Manager
Grade	PO11
Reporting To	Family First Pathfinder Programme Leader
JD Ref	PC

Purpose

The Family Network Pilot is testing the impact of providing flexible funding for extended family networks through Family Network Support Packages (FNSPs) to help keep families together and children out of care where appropriate.

The focus of family network reform within the pathfinder is as a preventative tool. The primary aim for FNSPs is to enable a child to safely remain living with their birth parents and for birth parents to retain sole parental responsibility, while being supported to do so by the involvement of the wider family network.

When a child cannot remain with their parents, wider family and friends can also offer a safe, stable and loving alternative to becoming looked after and moving in with a stranger. In this situation, the use of FNSPs could support a transition into kinship care, but this a secondary aim for the pathfinder.

Provide leadership on all aspects of the commissioning cycle for services for children, young people and families, the process that enables the delivery of strategic priorities and the development of joint commissioning opportunities to ensure children, young people and families outcomes can improve in accordance with the Stable Homes Built on Love and the Children and Young People Strategy, and the Family First Pathfinder Programme.

This will be achieved by leading and managing a team to deliver high quality, cost effective services that achieve the best possible outcomes for families, children, & young people.

Main Duties And Responsibilities

Behavioural:

- Enjoy, achieve, create impact, and thrive in the role and organisation.
- Live our values and leadership behaviours in the role and organisation.

Team Leadership and Management:

- Provide strong leadership, strengthening engagement, growth, culture, innovation, collaboration and performance.

- Assign responsibilities, setting clear expectations, and deliverables to team members and empower them to excel in their roles.
- Through continuous improvement strengthen the tools, practices and impact of the service.
- To lead the development of service specifications and work with procurement through the tendering process.
- Lead the team undertaking micro-commissioning activity in relation to services and packages, whilst ensuring the associated functions are efficient and effective.
- Ensure any safeguarding issues identified through complaints or the review process are managed within the team effectively and escalated where it is appropriate to do so.

Communication, Engagement and Training:

- Ensure appropriate mechanisms are in place to regularly engage with service providers individually and as a wider group.
- Act as Chair for Family Network Support Package Panel.
- Develop appropriate commissioning networks within the Liverpool City, and North West Regions.
- Lead on sub-group work with the other Local Authorities in the Family First Pathfinder Programme, and the production of regular and annual report.
- To assist in the development of existing markets both locally and regionally.

Data Analysis and Decision-Making:

- Leading on the production of operational needs assessments to support the development of commissioning strategies.
- Leadership for monitoring and evaluation of commissioned services with the support of procurement in the delivery of value for money services for Wirral residents.
- Ensure adequate oversight of budget spend through the work of finance officers and escalate concerns about risks to budget to the responsible Head of Service.

Compliance:

- Adhere to and comply with all relevant corporate policies and procedures including Health & Safety, General Data Protection Regulations (GDPR), Corporate Governance and Code of Conduct.
- Ensure that all service initiatives adhere to relevant legislation, policies and practices.

Other:

- Any other duties commensurate with the grade.

Role Specific Knowledge, Experience And Skills

Qualifications

- Educated to degree level or equivalent, or demonstrable practitioner or equivalent managerial experience.
- Professional qualification or equivalent experience.



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- Evidence of continued professional, managerial and personal development.

Desirable

- Professional management qualification to post graduate diploma level.
- Formal Project Management qualification.

Knowledge & Skills

- Thorough knowledge of strategy and policy affecting the commissioning and delivery of children services.
- An ability to work effectively with senior managers across all relevant organisations.
- Sound knowledge and project management skills.
- Ability to interpret data to inform and develop practice.
- An organised and co-operative 'can do' style of working.
- Time management / ability to work to tight deadlines.
- Excellent communication skills appropriate to the audience and subject.
- Ability to prepare and present written reports to different audiences.
- Problem identification / solving skills.
- Ability to lead and challenge whilst working as part of a team.
- Ability to make decisions and lead effectively, within clear accountability frameworks.
- Ability to think like a customer and challenge perceptions and professional assumptions that hinder customer focussed practise.

Desirable

- Thorough knowledge of strategy and policy affecting the commissioning and delivery of children health services.

Experience

- Experience of managing staff.
- Experience of working in commissioning for a local authority, NHS or other relevant organisation at supervisory or management level.
- Experience of working or influencing at a senior level within a local authority, NHS or other relevant organisation.
- Experience of partnership working and commissioning with other agencies.
- Experience of project delivery, including the use of project management methodology.
- Experience of financial management within a commissioning role.

Desirable

- Working operationally/ directly with children, young people and/or with families.



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Additional Information

Ability to work flexibly to ensure business needs are met, leading the team when time pressures arise to meet deadlines linked to commissioning services or placement options for children and young people.

NOTE:

The job role holder may be required to undertake other reasonable duties commensurate with the job role descriptor grade as directed by the Head of Service.

This job role descriptor will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder. It is not a definitive statement of procedures and tasks but sets out the main expectations of the Service in relation to the post holder's responsibilities and duties.

Elements of this job role descriptor and changes to it may be amended in light of organisational and service requirements.

Approved By: Kerry Mehta

Date Of Approval: 13th May 2024



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