

Application Pack

RCC Delivery Director

Help shape the future of children's care, regional sufficiency and collaborative commissioning across Cheshire and Merseyside.



Welcome

Cheshire and Merseyside are creating a new Regional Care Co-operative (RCC): a major public sector reform programme led by the Department of Education designed to improve outcomes for children, strengthen regional sufficiency and support collaborative improvement across children's care.

The Cheshire and Merseyside RCC will be a consortium of the nine local authorities and partners across the region to bring together commissioning, planning, market engagement, data and improvement activity through a powerful new collaborative model.

RCC is a new delivery model that will enable local authorities and partners to work together to provide the right homes and support for children and young people in care.

As the founding RCC Delivery Director, you will play a pivotal role in bringing partners together around that shared ambition. You will lead the Cheshire and Merseyside RCC from inception, building relationships, culture and foundations needed to create lasting change across the region. You will work with the other RCCs as well as with national government to influence lasting change for the children and young people.

We are seeking an exceptional leader who can inspire collaboration, build trust across complex systems and keep the voices of children, young people and carers at the heart of everything they do. This is a unique opportunity to reshape the care we give our children and young people.

We look forward to hearing from you.

**Cheshire and Merseyside
Director's of Children's Services**

Sefton Council



Cheshire East
Council

Cheshire West
and Chester



Liverpool
City Council



WIRRAL

A Message from our children and young people:

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We believe every child and young person deserves good care, to feel safe, listened to, valued and supported. We want a Director who is honest, kind, patient and genuinely interested in hearing our experiences and acting on what we tell them. We want someone who sees children in care as people first, not cases or numbers, and who understands that every young person's journey is different. For us, good care means having stable, loving homes, supportive relationships, and opportunities to stay connected to our families, friends, schools and communities whenever it is safe to do so. We want a leader who will work alongside us, champion our voices, and make sure children and young people across the region have the support, understanding and opportunities they need to thrive.

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Liverpool City Region Fair Employment Charter



Sefton Council is proud to support the Liverpool City Region Combined Authority Fair Employment Charter, an initiative that promotes fair, healthy, inclusive, and just workplaces across the region. The Charter celebrates good employers and encourages the highest standards in employment practice, including fair pay, secure work, opportunities for progression, strong employee voice, and a commitment to staff wellbeing. By aligning with the Charter, we demonstrate our dedication to providing a fair day's pay for a fair day's work and to fostering an equitable and supportive working environment for all colleagues.

What We Can Offer You

- A supportive and collaborative working environment.
- An agile approach to working.
- Opportunities for professional development and career progression.
- A role where your work makes a real difference across the organisation.
- Flexible working arrangements supporting work-life balance.
- A strong commitment to equality, diversity, and inclusion.

You will benefit from a comprehensive local government employment package which includes the following:

- Competitive salary in line with NJC Local Government Pay Scales.
- Membership of the Local Government Pension Scheme (LGPS), providing a secure, defined benefit pension with employer contributions.

Annual Leave and Work-Life Balance

- Generous annual leave entitlement, 35 days annual leave.
- Additional public (bank) holidays.
- Flexible working options to support a healthy work-life balance, subject to service needs.

Learning, Development and Career Progression

- A comprehensive induction programme.

- Access to a wide range of training, apprenticeships, learning, and development opportunities.
- Support for professional development and role related qualifications.
- Opportunities to develop your career within a large and diverse local authority.

Health, Wellbeing and Support

- Enhanced sick pay scheme.
- Employee wellbeing initiatives and access to occupational health support.
- Policies that promote physical and mental wellbeing in the workplace.

Family-Friendly and Inclusive Policies

Our family-friendly policies and flexible working arrangements help staff maintain a healthy work-life balance.

- Family friendly policies, including enhanced maternity, paternity, adoption, neonatal care and special leave to support with time off work to deal with issues when life events happen.
- A strong organisational commitment to equality, diversity, and inclusion.
- Reasonable adjustments and support to enable disabled employees to thrive.

Foster Friendly Employer Commitment

Sefton Council is proud to be a *Foster Friendly* organisation as recognised by The Fostering Network. We actively support employees who are foster carers or who are applying to foster by offering flexible working arrangements, paid time off for fostering-related meetings and training, and a workplace culture that recognises the vital role foster carers play in our communities.

This commitment helps ensure carers can balance fostering responsibilities alongside career, and reflects our dedication to supporting children, families, and those who care for them.

Additional Benefits

- Access to salary sacrifice and employee benefit schemes (where applicable).
- Opportunities to contribute to meaningful work that supports local communities.
- A supportive, values led organisational culture.
- Free parking at office bases (dependent upon the work location).

Delivery Director – Cheshire and Merseyside Regional Care

Salary: HAY 2 (£117,616 per annum)

Reports to: Regional Care Cooperative Chief Executive

Job Purpose

Reporting to the RCC Lead Director/Chief Executive as part of the regional leadership team with overall responsibility for delivery of the requirements set out nationally for Regional Care Co-operatives and implementation of the Cheshire and Merseyside RCC Delivery Plan. The role will work with the RCC Chief Executive to mobilise a sustainable, innovative and high functioning RCC and achieve the benefits realisation targets agreed with DfE for the region.

Key Responsibilities

- To provide clear, visible leadership across the region for commissioning of children's care in line with the strategic vision set out by the Board, RCC Lead Director/COO and decision makers
- Work with the RCC Lead Director to meet the national minimum requirements and timescales set out in the guidance [Regional care cooperative guidance, March 2026](#)
- To provide strategic leadership for the development and delivery of an ambitious, system-wide RCC delivery plan on behalf of the Board and RCC Lead Director, ensuring effective collaboration across partner organisations, including the ICB, to achieve agreed objectives and transformational outcomes
- Act as the senior operational interface between partner organisations, including the ICB, NHS trusts, local authorities, primary care networks, and voluntary, community, faith, and social enterprise (VCFSE) partners
- On behalf of the RCC Lead Director/COO Provide strategic leadership and coordination across the system, to ensure the host Local Authority acts on behalf of the nine Local Authority partners in accordance with agreed governance frameworks, collective ambitions, and changing operational and strategic contexts
- To establish and mobilise the new regional model for commissioning of children's care, implement new structures and ways of working ensuring a coherent, efficient, high-quality regional offer

- Responsibility at regional level for all resources, staffing and budgets allocated to regional commissioning with accountability for delivery of the agreed programme of work ensuring equality, diversity and inclusion are embedded in RCC practice, commissioning and decision making
- To support the RCC Lead Director and wider leadership team to ensure the new regional arrangements are innovative, stable and sustainable
- Be responsible for a large and complex budget, effective deployment of resources and delivery of the financial business case for Cheshire and Merseyside RCC
- To lead the development of a new legal structure and entity for the Cheshire and Merseyside RCC and transition from a hosted model by April 2028
- Oversee the establishment of, and recruitment to, a new staffing structure for regional commissioning within the emerging RCC
- To ensure risk is forecast and monitored to deliver services effectively and implement measures to mitigate potential threats
- To develop and sustain strong working relationships with senior leaders across Local Authorities within the region as well as key partner organisations to enable the successful delivery of the outcomes set out for the region
- To engage positively with national leaders and colleagues in other regions to embrace innovation and ensure Cheshire and Merseyside can take advantage of any opportunities
- Embed a robust performance management framework with transparent reporting of performance, quality and progress against plans
- To bring a commercial mindset to position the regional structures as market leaders, ensuring sustainability and delivery of the best possible outcomes
- To develop strong working relationships with Independent Providers across the region and explore opportunities to work in partnership for the benefit of children and young people
- To develop and model cultural change and promote communication that is clear effective, and transparent at all levels across the emerging regional arrangements
- To work across the breadth of governance arrangements to ensure stakeholders' views and feedback are central to the design and development of the Cheshire and Merseyside RCC
- Work with HR, finance, procurement, legal and governance colleagues to develop the framework agreements and operating arrangements required for a sustainable RCC
- Promote ethical commissioning, transparency, social values and sustainable market development across the region

Leadership

Must demonstrate the following leadership competencies:

- Provide clear vision and direction
- Lead and manage change
- Plan strategically
- Lead people and performance
- Work corporately as well as collaboratively with partners
- Communicate effectively
- Focus on excellence
- Develop self and others
- Personal resilience

Behaviours

Must demonstrate the following behaviours:

- Provide support with a view to improving quality
- Provide appropriate and constructive challenge
- Create a culture that looks for understanding and solutions
- Visibly and positively respect and value staff
- Communicate a consistent and clear message throughout and with partners
- Respect, listen to and value others' views
- Maintain a customer focus with a relentless pursuit of excellent outcomes
- Have collective integrity and responsibility
- Endeavour to improve outcomes for the communities of Cheshire and Merseyside

General

The postholder will:

- Lead RCC officer and partner groups as required
- Represent the Regional Care Cooperative at partner events as required
- Be expected to work flexibly and the exact nature of the duties described above is subject to periodic review and is liable to change. Working outside normal hours may be required as appropriate

- Be required to travel across the Cheshire and Merseyside region and attend national meetings as required
- This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading
- All staff are responsible for the implementation of the Health & Safety Policy as far as it affects them, colleagues and others who may be affected by their work. The postholder is also expected to monitor the effectiveness of the health and safety necessary
- The postholder will be expected to comply, observe and promote the equality and diversity across the RCC
- Since confidential information is involved with the duties of this post, the postholder will be required to always exercise discretion and to observe relevant codes of practice and legislation in relation to data protection and personal information

Note:

- This appointment will be subject to standard pre-employment checks and DBS safer recruitment requirements.
- Where the post-holder is disabled, every effort will be made to support all necessary aids, adaptations or equipment to allow them to carry out all the duties of the job.

Prepared by:

Name: Becky Bibby

Date: 16th July 2026

Person Specification

Education and Professional Qualifications

- Degree level qualification
- Leadership qualification or extensive equivalent experience within a relevant sector

Experience

- Extensive experience at senior level of leading commissioning functions at Director, Assistant Director, Chief Officer or the equivalent level

- Effective system leadership across a complex system
- Establishing new services, functions or businesses within a commercial environment
- Financial and governance leadership at senior level within a relevant sector
- Contract management, negotiations and the development of contract specifications in a complex public service environment
- Project management experience at a senior level including conflict resolution and the application of rigorous monitoring and control measures

Skills

- Leading and managing change in a local government, children's services, public-sector commissioning or comparable complex partnership environment
- Leadership, delegation and team building skills
- High level problem solving, financial control and organisation skills
- Significant political and organisational awareness
- Credible and confident communicator with excellent presentation skills and the ability to influence at a senior level
- Ability to work in partnership at all levels, including negotiating, communicating, procurement, commissioning and joint working with internal and external stakeholders to achieve best outcomes

Knowledge

- National Children's Service Policy, Legislative Framework and Reforms
- Local Authority Governance and Systems
- National best practice and commercial approaches to children's commissioning
- Performance management systems and techniques
- Understanding of complex delivery mechanisms through partnerships
- A sound knowledge of relevant Children's Services research and evidence-based practise in relation to children's commissioning
- Detailed knowledge of the regulatory framework around commercial activity

Service/Technical

- Performance Management of commissioned services
- Inspection regimes/processes within Children's Services and regulated providers

- Data and Business intelligence to underpin commissioned services and structures
- Knowledge of relevant legislation, national occupational standards, statutory frameworks, good practice and government policy initiatives in Children's Services

Leadership

- Analytical thinking: The mental processes of analysis and evaluation
- Strategic thinking: Balancing today's expectations and requirements with the future opportunities, issues and concerns that may affect business results tomorrow
- Developing others: To coach or mentor others to achieve their best
- Business acumen: The ability to make good business judgements and decisions

Personal

- Commitment to co-production and ensuring the voice of children, young people, and carers is central to the development and commissioning of services
- Ensure equality, diversity and inclusion is embedded in all aspects of your work
- Commitment to the achievement of value for money and service excellence

The successful candidate will be expected to demonstrate all the above essential criteria.