



- Role:** Director of Commissioning & Partnerships
- Salary:** £115k progressing to £128k per annum (Level 18)
- Location:** Stevenage with Hybrid working
- Reports to:** Executive Director of Adult Care Services

Thank you for your interest in the role of **Director of Commissioning & Partnerships** within Adult Care Services at Hertfordshire County Council.

This is a pivotal new Director-level role bringing together all adult social care commissioning functions alongside our strategic health, NHS and system partnership responsibilities.

Like many other areas the context for Adult Social Care in Hertfordshire is a challenging one: social care reform, demographic change, market sustainability, Integrated Care System development and preparation for Local Government Reorganisation. This role will be central to providing the strategic leadership needed to respond to these challenges and to shape a sustainable, high-quality health and care system for our residents into the future.

We are seeking a confident, collaborative and politically astute system leader with a strong commissioning background and the ability to influence across organisational boundaries. You will work closely with elected Members, NHS, providers, communities and partners to drive innovation, value for money and improved outcomes.

If you are motivated by leading complex systems, shaping markets and partnerships, and making a tangible difference for residents, we welcome your application.

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**Helen Maneuf**

Executive Director of Adult Care Services

Hertfordshire is a vibrant and varied county in the South-East of England, home to nearly 1.2 million residents. Bordering London to the north, it offers a unique blend of dynamic urban centres, historic market towns and attractive rural communities. This diversity makes Hertfordshire not only a highly desirable place to live, but also an inspiring place to work and build a career.

Hertfordshire County Council is driven by its [Corporate Plan](#), ‘**On Your Side**’ which sets out a clear ambition for building a sustainable, thriving and inclusive Hertfordshire. ‘Supporting those in need’ is integral to this plan and Adult Care Services is leading in delivery, working at the heart of communities to support people at every stage of adulthood and to help them achieve the best possible outcomes.

## The role

The **Director of Commissioning & Partnerships** leads a major new Directorate bringing together all adult social care commissioning functions and the Council’s strategic health and NHS partnerships.

The role is responsible for setting commissioning strategy for Adult Care Services, overseeing all contracted provision across Hertfordshire, shaping and sustaining provider markets, and providing senior system leadership across the health and care system representing the social care perspective in building integrated approaches which prioritise prevention and independence building.

The postholder will ensure that commissioning decisions are evidence-based, financially sustainable, legally compliant and aligned with Hertfordshire’s priorities, delivering value for money across approximately **£500m of annual care purchasing spend**.

## Key accountabilities of the role:

### Strategic Commissioning & Market Management

- Bring together and lead all strategic commissioning activity for Adult Care Services, including older people, learning disability, mental health, homecare, residential and nursing care, community wellbeing and prevention services.
- Ensure compliance with Care Act duties relating to market sustainability, sufficiency, information and advice.
- Lead fee-setting strategies and market engagement, including senior relationships with the Hertfordshire Care Providers Association and housing partners.

### Health & System Partnerships

- Provide senior leadership for all NHS and Integrated Care System partnerships.
- Represent the Council on partnership boards, joint commissioning arrangements and regional/national forums.
- Lead strategy for the Better Care Fund and other joint health and care programmes.

### Commercial & Financial Leadership

- Oversee commissioning budgets running to multi-million pounds, ensuring value for money, robust governance and financial sustainability.
- Lead commercial, procurement and contractual strategies across Adult Care Services.
- Lead engagement with the corporate budget setting process working closely with fellow directors and our finance business partner
- Provide assurance to Members and Corporate Leadership on spending, risks and outcomes

### Leadership & Transformation

- Lead and line manage Heads of Service across Community Commissioning, Strategy & Health Integration, Community Wellbeing and Brokerage.
- Drive commissioning reform and support major transformation programmes.
- Prepare functions for Local Government Reorganisation
- Provide visible, credible leadership across a complex multi-agency system

## Leadership, Governance and Statutory Context

At senior-level, this role:

- Leads a major function within Adult Care Services across diverse and strategically interdependent services.
- Operates at a highly political and visible level, influencing Members, senior corporate leaders and external partners.
- Manages significant statutory, financial and reputational risk.
- Aligns Director-level leadership with corporate priorities, Adult Care reforms and system-wide transformation.

## What we're looking for you to bring (Person Specification)

### Essential Criteria

- Senior-level leadership experience in commissioning, health integration or adult social care.
- Extensive experience of strategic commissioning and market management.
- Proven system leadership across local government, NHS or equivalent complex partnerships.
- Strong understanding of Care Act commissioning responsibilities and regulatory frameworks.
- Experience of managing large, complex budgets and contractual arrangements.
- Ability to operate effectively in a political environment and influence at the most senior levels.

### Desirable

- Relevant professional, management or postgraduate qualification.
- Experience of leading large-scale commissioning transformation or system redesign.

**Political Restriction:** This post is politically restricted under the Local Government and Housing Act 1989 – being confirmed

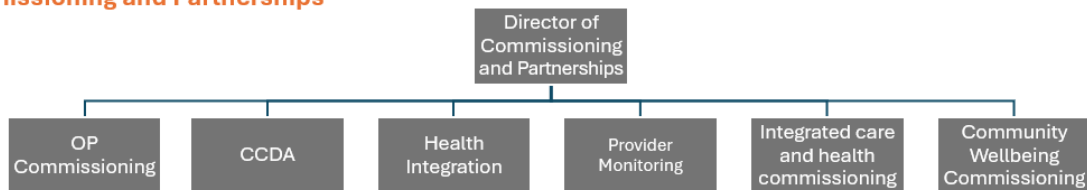
## Adult Care Services Structure\*

The Director of Commissioning & Partnerships reports directly to the Executive Director of Adult Care Services and leads the following service areas:

- Older People Commissioning
- Community Commissioning for Disabled Adults
- Health Integration
- Provider Monitoring
- Integrated Health and Care Commissioning
- Community Well Being Commissioning

Each area is led by a Head of Service, providing a clear and proportionate span of control consistent with Director-level leadership.

### Commissioning and Partnerships



**Lead for:**  
 Strategic finance  
 Health relationship  
 Co-production  
 Commissioning, procurement, contract management  
 Relationship with RPs & Housing Authorities  
 Health and Wellbeing Board  
 HCPA  
 Market Shaping & Monitoring  
 EEDI  
 Information and advice  
 VCSFE  
 BCF & Neighbourhood health

\*From time-to-time portfolios may change.

## Recruitment and Timelines:

Application is via CV and Covering letter addressing the person specification criteria

Advert: [Job details](#)

If you wish to have an informal conversation about the role, please contact [Sheryl.Jeram@hertfordshire.gov.uk](mailto:Sheryl.Jeram@hertfordshire.gov.uk) or [Susie.Barrett@hertfordshire.gov.uk](mailto:Susie.Barrett@hertfordshire.gov.uk)

### Timetable

- Closing Date: Monday 25<sup>th</sup> May 2026
- Shortlisting: Thursday 28<sup>th</sup> May 2026
- Final Interviews: Friday 5<sup>th</sup> June 2026

## A guide to your employee benefits

### Looking after your health and wellbeing

- Generous annual leave
- Hybrid working
- Employee assistance programme – including specialist health and wellbeing support, including free and accessible counselling sessions
- Paid sick leave above the statutory minimum requirement
- Discounts to gym membership via Herts Rewards
- Subsidised canteen at all main sites

### Getting to and from work

- Free car parking at our main sites
- Cycle to work scheme
- Green car scheme
- Car share scheme

### Looking after your nearest and dearest

- Carer's leave
- Family leave, including maternity leave, adoption leave, paternity leave
- A belief that if we support and understand your caring commitments and priorities, we'll get the best out of you as an employee.
- Staff network groups to discuss and educate each other and make diversity and inclusion part of our DNA.

## Making your Money go that little bit further.

- Attractive discounts on entertainment and high street retailers, via [Herts Rewards](#)
- Salary finance scheme providing financial wellbeing support.

**How we get work done:** Our ways of working approach empowers you to decide how and where you work in the context that as Director you will use your judgement to make this work. The role is full time and does require on site presence and occasional out of hours working, but such commitments, save for an emergency, are known in advance so you can plan your role around your life outside of work.

### The formalities:

**Employment checks** the appointment to this post is subject to the completion of satisfactory employment checks, which includes a criminal record check.

**Equality and Diversity** A commitment to consider and make equality and diversity considerations and behaviours, in line with our RISE values, part of everything you do, and your team does. As a director you are expected to 'call out' anything that falls short of our RISE values and contribute to a fair and equal working environment.

**Health and Safety** It will be the duty of every employee while at work to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.



We RISE to the challenge as OneHCC

We improve Residents' lives    We work with Integrity    We act Sustainably    We champion Equality & Fairness

The "RISE" logo is rendered in a colorful, stylized font. The 'R' is pink, the 'I' is a heart shape in pink, the 'S' is yellow, the 'E' is green, and the 'E' is blue. Below the logo, four columns of text describe the organization's values: "We improve Residents' lives" (pink), "We work with Integrity" (yellow), "We act Sustainably" (green), and "We champion Equality & Fairness" (blue).