

ROLE DESCRIPTION

Job Title	Relationship Manager (Skills and Capital) <i>Fixed Term until 31 March 2029</i>
Salary Band	SCP 41 – 43
Reporting to	Lead Officer Skills Programmes
Directorate	Investment and Delivery
Service Area and sub area	Skills Programmes
Team	Adult Skills Commissioning Team
Political Restriction	No

1. Primary Purpose of the Post

To effectively contribute to the work of the Skills Programmes Teams, and to provide the interface for colleges and other key stakeholders and manage a portfolio of providers in receipt of Skills Capital funding.

To manage a programme of delivery for the Liverpool City Region's devolved Skills Capital to ensure that it meets the current and future needs of employers, learners and the wider economy. Lead the engagement with the LCRCA investment team, shaping the implementation and commissioning and the delivery of a Skills Capital programmes for 16-19 general provision and adults, particularly related to construction skills.

To develop and maintain a series of relationships with key partners in order to achieve this and will line manage staff, supporting these colleagues with their professional development

2. Your responsibilities

- Manage the development, implementation and day to day delivery of a Skills Capital programme aligned to the Further Education business cycle from project development to contract completion including contract and partner negotiations, on-boarding new projects, ongoing performance management of both grant funded programmes for the Liverpool City Region Combined Authority.
- To line manage staff, supporting the individual with their professional development, setting of objectives and day to day line management responsibilities.
- Work alongside wider teams, the Employment and Skills Policy team and other key stakeholders such as DfE, DWP, Jobcentre Plus, OFSTED and Skills England to establish a strong evidence base that informs the development of priorities for devolved

funding investment, and contribute to overall commissioning plans, particularly in relation to Skills Capital.

- For all projects and programmes in portfolio, undertake ongoing and proactive management, monitoring, verification, recording, analysis and reporting of:
 - Financial, outputs and outcomes performance, to ensure achievement of target outputs and outcomes and programme objectives within budget and while maintaining overall value for money;
 - Support the ongoing quality assurance of providers and work alongside the compliance team and OFSTED, including regular monitoring of the activities and supporting evidence of delivery partners and their sub-contractors;
 - The validity, accuracy and eligibility of claims, including ensuring external funding bodies' management information and monitoring requirements are met;

Progress against milestones, and financial and outputs and outcome targets, ensuring delivery and quality concerns are raised and tackled promptly;

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Progress against milestones, and financial and outputs and outcome targets, ensuring delivery and quality concerns are raised and tackled promptly;

- Risks and issues, to ensure awareness and understanding of these and implementation of appropriate and timely mitigations.
- Deliver agreed responses as part of the Combined Authority's approach to economic shocks, inward investment, skills capital investment and learner volumes growth opportunities through partnership working.
- Support the Combined Authority in the strategic commissioning of funding including specification development and stakeholder engagement, ensuring compliance with governance processes, Funding Rules and Assurance Frameworks.

- Identify and report on risks and issues as appropriate, and lead on resolution of operational, contractual and performance issues with colleges, and other providers as they arise.
- Ensure local decisions that potentially affect the financial health of institutions are understood, considered and mitigated against where possible, including those related to skills capital investment.
- Work collaboratively with a range of stakeholders to prevent and address risks affecting the sustainability and quality of the local learning and skills sector.
- Analyse and interpret data in order to influence current and future skills delivery, working with the teams across the Combined Authority.
- Provide advice and support on a range of strategic economic and social development issues and how they impact on employment and skills delivery.
- Facilitate the establishment of FE College and provider networks on an on-going basis to support the work of such networks, together with other stakeholders to enable joint working on skills and employment priorities and success measures, particularly in relation to the construction sector.
- Prepare and present reports, briefings and recommendations on key issues and actions to the Lead Officer and Programme Manager to facilitate executive understanding and decision making.
- Engage with, prepare and present reports or updates as required to key Boards and groups, including internal governance structures, Combined Authority, Portfolio leads including representing the LCRCA with other Mayoral Combined Authorities/Greater London Authority as directed.

3. General Corporate Responsibilities

- To support the implementation of the City Region's Integrated Settlement and Devolution agreements and wider strategic priorities.
- To participate in all aspects of training and development as directed and to use all relevant learning opportunities to improve personal skills so as to improve effectiveness and efficiency of service delivery.
- To work as a key part of the Investment and Delivery Directorate in contributing to the corporate management of the strategic risks facing the Liverpool City Region Combined Authority.
- To support the achievement of corporate efficiency targets and initiatives.
- To ensure the Combined Authority's commitment to equal opportunities and is demonstrated through promoting non-discriminatory practices in all aspects of work undertaken.

It must be understood that every employee has a responsibility to ensure that their work complies with all statutory requirements and with Standing Orders and Financial Regulations of the Combined Authority, and to ensure that all work functions are undertaken in accordance with health and safety legislation, codes of practice, and the Combined Authority's safety plan.

This job description is not intended to be prescriptive or exhaustive; it is issued as a framework to outline the main areas of responsibility at the time of writing.

PERSON SPECIFICATION

JOB TITLE: Relationship Manager (Skills and Capital)

Criteria		
Qualifications and Training	E = Essential D = Desirable	Identified By
Qualified to Level 4 or above (although professional experience and track-record of operating at an appropriate strategic level will be acceptable).	E	Application
Evidence and commitment to continuous personal and professional development.	E	Application

Experience and knowledge	E = Essential D = Desirable	Identified By
Knowledge of the publicly funded training sector and understanding of key external organisations and their role in delivering the employment and skills agenda.	E	Application/ Interview
Good working knowledge of local and national skills and employment policy, funding streams, associated reporting and the benefits of outcomes-related funding models.	E	Application/ Interview
Experience and practical knowledge of project management and project control techniques relevant to grant funded and outcome-related funding models, including financial analysis, project planning and appraisal, financing and risk management and evaluation.	E	Application/ Interview
Experience of commissioning and managing skills and employment providers and achieving results through effective procurement.	E	Application/ Interview
Experience of partnership working in a multi-agency or contractual setting, dealing with senior officials and developing and implementing partnership approaches to meet local needs.	E	Application/Interview



Experience of delivering skills and employment programmes in a political environment, including delivery through multiple third parties and contract management.	D	Application/ Interview
Experience of commissioning and managing skills and employment providers and achieving results through effective procurement.	D	Application/ Interview
Experience of managing public sector funding budgets.	D	Application/ Interview
Core Behavioural Competencies	E = Essential D = Desirable	Identified By
LCR First - do our best and we do what's right, however challenging; promote the Liverpool City Region consistently and professionally when dealing with our colleague; and use the strengths of our team to deliver	E	Application/ Interview

Skills and abilities	E = Essential D = Desirable	Identified By
Excellent interpersonal skills and a proven ability to work across partner organisations and work strategically to achieve outcomes.	E	Application/ Interview
Evidence of using strategic analytical skills, including data manipulation and analysis skills in the use of spreadsheets and statistical/database packages.	E	Application/Interview
High level of communication skills – written, oral and presentational.	E	Application/Interview
Ability to manage a complex workload with competing demands.	E	Application/Interview
Demonstrable impact of effective stakeholder engagement.	D	Application/Interview
A track record of turning policy into action.	D	Application/Interview
Ability to translate financial, commercial, operational and regulatory complexities into a robust project analysis and to act on that analysis.	D	Application/Interview

Personal Attributes	E = Essential D = Desirable	Identified By
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Resilience	E	Application/Interview
Managing difficult conversations	E	Application/Interview
Building trust with partners	E	Application/Interview
Managing change and complex workloads	E	Application/Interview
Respect - listen to understand, not just to respond, comfort in debating constructively and openly, recognise and thank others for their effort and collaborate effectively, appreciating our colleagues' expertise and experience and the work/life balance of team members.	E	Application/Interview
Action Focus: understand the full impact of delay and failure to deliver; own, believe and care about the agreed way forward as one team, address poor performance and plan effectively for ourselves, our team and our resource.	E	Application/Interview