

Job Description

Strategic Director

Overall purpose of the job

To be responsible for the corporate management of the organisation as part of the Council's Strategic Leadership team

To lead a corporate culture which values diversity, innovation and creativity and delivers outcomes that support the council's values and objectives

To provide vision, direction and strategic leadership for a portfolio of services, projects and programmes, ensuring they contribute to the delivery of wider council objectives and those of our shared service partners

To work with a range of partners and stakeholders at a local, sub-regional and national level to promote and advance the Council's objectives

To be a source of strategic advice to elected Members of the city council and partner authorities

Main accountabilities

Lead an effective and efficient portfolio of services which will change over time

Provide clear and visible leadership to council staff ensuring they are well informed and engaged, can maximise their potential and are able to embrace the need for continuous change

Contribute proactively to the corporate leadership and management of the council, leading a range of projects and transformation programmes

Contribute to the development and delivery of the Council's financial strategy, developing entrepreneurial approaches and more efficient ways to deliver services, driving out savings and prioritising resources effectively

Work with the Chief Executive, the senior leadership team, heads of service and elected Members to ensure council objectives are translated into effective plans to achieve the council's desired outcomes

Identify and maximise opportunities for joint working and shared services with other partners and more commercial ways of delivering services.

Develop and maintain effective relationships with partners at all levels to inform long term strategic planning and ensure maximum influence with regard to council objectives and the future of the Greater Cambridge area.

Represent the council on relevant partnership bodies

Manage relationships with a diverse range of stakeholders ensuring they have the opportunity to engage with the council's decision making and policy development processes.

Develop good working relationships with elected Members and promote strong governance, by providing effective support, clear and accurate advice and appropriate challenge.

Ensure there is good governance and sound management of risks and performance throughout the council, providing appropriate support and challenge to heads of service

Deputise for the Chief Executive and other Directors as required.

Person Specification Director 1

Knowledge and experience

Track record of managing successfully at a senior level in a large, complex organisation, leading and adding value to multifunctional teams

Experience of working within, or with, public service organisations

Track record of operating at a senior level, managing complex and varied programmes and stakeholder relationships to deliver effective outcomes.

Track record of implementing programmes by marshalling resources across organisational boundaries to achieve efficiencies and service improvement.

Track record of developing and delivering long term strategy in collaboration with others

Track record of successfully leading staff through complex change

Track record of operating in a commercial environment and successfully developing new businesses and commercial approaches

Track record of developing shared services or services in partnership with other organisations

Skills and Attributes

Ability to act as an ambassador to represent Cambridge City Council in a range of situations and take responsibility for the direction and performance of the organisation as a whole.

Politically astute, with high levels of self-awareness and emotional intelligence, outstanding communication and interpersonal skills and the ability to flex leadership and communication styles to inspire and motivate different audiences

Ability to operate in complex governance structures whilst ensuring high standards of probity and transparency are maintained.

Robust programme and project management skills and a track record of delivering complex projects to deadline and budget.

Proven ability to lead and inspire multi-disciplinary, cross-organisational teams.

Excellent interpersonal skills and the ability to build successful relationships and trust with a wide range of partners.

Proven ability to find creative and innovate solutions to complex problems and to work with a range of partners to ensure implementation.

Excellent Influencing and negotiating skills.

Excellent leadership, motivational and change management skills.

High levels of personal integrity and honesty.

Resourceful, resilient with complex problem-solving, decision-making and analytical skills.

Demonstrable commitment to promoting strong customer engagement and diversity in service delivery and employment.

Qualifications

Relevant Management Qualification - Desirable