

## **Chief Executive**

### **Job description**

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Redbridge has a strong track record of working together with its residents and is delivering an ambitious agenda based on great services, sustainable growth and investment in priorities shaped by community engagement. Through a network of hubs across the borough we are bringing services closer to communities and empowering residents to have greater involvement in their neighbourhood. Commissions on fairness, growth and community crime have all seen residents have direct input into the council's work. The council is also working to be a UNICEF Child Friendly Borough in order to ensure the voices of young people are at the centre of everything it does. Redbridge wants to guide future growth linking it to tackling climate change and addressing inequalities in the borough. The regeneration of Redbridge's biggest centre – Ilford – is already well underway. It's a designated Housing Zone and will deliver 6,000 homes and 3,000 jobs by 2030.

We are developing our corporate plan for 2022 – 2026 and we need an exceptional leader to help us deliver on our ambitions.

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#### **Principal accountabilities:**

- Be the principal advisor to the elected leadership of the Council on their strategic policy direction and forward planning of objectives, services and resources to support elected members to deliver on their priorities and ambitions for the borough. Ensure that elected members receive high quality advice and are supported in their roles
- To provide strong strategic leadership which supports the delivery of the Council's vision and priorities for its residents
- Create an inclusive, supportive and effective leadership culture across the council in order to support a high calibre, motivated, empowered and creative workforce and ensure that the leadership learns from those who deliver services and know what does and doesn't work for our residents and communities.
- Ensure the council has a culture of innovation to achieve improved outcomes, reduced inequalities and increased value for money for our residents.

- Build cohesive and effective partnerships and joint working with strategic partners that enables the council to take a whole system approach in order to maximise the outcomes it achieves for its residents. This will include effective collaborative working with the NHS, ICS, police, community and voluntary sector, education and business partners.
- Work with residents and partners to create strong and resilient economic growth supporting a business base and higher level skilled jobs as the borough and economy responds to the impacts of Covid
- Ensure a culture of continuous learning and act as a role model to support the values of the council
- Create a truly inclusive organisation and lead by example to support and encourage diversity in all respects within the workplace and in the delivery and commissioning of services
- Embed a culture of engaging, co-designing and co-producing solutions with communities ensuring services are designed in a whole system way around citizens needs with a clear focus on prevention and early intervention.
- To facilitate innovative approaches to delivering better outcomes for Redbridge citizens working collaboratively with our partners, voluntary sector, users, communities, residents and other stakeholders to meet the needs of communities.
- Alongside our Section 151 officer exercise strong financial management and a commitment to outcome based financial planning in order to balance our priorities, increasing demand for services and reducing income from central government.
- Represent and enhance the influence and reputation of the council on a national and London wide stage in ways that increase the Council's ability to improve the outcomes for people in Redbridge, increases investment into the borough and helps us to deliver on our priorities
- Provide strong, clear, decisive and inclusive leadership as required during emergency management situations, and support pan London needs including participating in the London GOLD rota.
- To work proactively and positively with Chief Executive colleagues in the NE London sub region and across London providing cross organisational leadership on key agendas as required

- Fulfil all the statutory responsibilities of the Role of Returning Officer and Acting Returning Officer to ensure that all elections are conducted in accordance with the law and to a high standard.
  - All duties and responsibilities should be carried out in accordance with the Council's constitution, governance arrangements, policies and procedures
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## **Person Specification**

### **Experience**

- Impressive record of consistently working successfully at a senior management level within a complex public sector or similarly complex organisation
- Good political awareness and ability to forge effective working relationships with politicians and instil confidence
- A good understanding of the political, social and economic context and challenges in local government in Redbridge, across London and nationally
- Record of effective leadership beyond organisational boundaries and of working collaboratively with partners to deliver tangible improvements and outcomes
- A successful track record of building effective, sustainable and meaningful relationships across diverse sectors and interests and successfully bringing together coalitions of diverse interests to agree and deliver tangible outcomes
- A track record of motivating and harnessing the energy and talent of a top team to achieve more through collaborative working inside and outside of an organisation
- A track record of championing diversity and inclusion and of developing a vision for tackling inequality through the ongoing provision of high quality and relevant services to diverse communities
- Strong record of managing corporate and individual performance in a manner that raises standards and morale and delivers results and improved outcomes for residents
- Experience of leading significant innovation and delivering improvements in outcomes
- Experience of leading organisational and cultural change

## **Aptitudes, skills and competencies**

- Collaborative personal style, highly effective interpersonal skills including strong emotional intelligence and highly effective presentational skills
- Must have a coaching / developmental leadership style
- Ability to provide visible and supportive leadership, empowering, enabling, motivating and developing the workforce and fostering a positive and creative organisational culture.
- Ability to lead work with local communities to co-design solutions to deliver better outcomes for residents and communities
- Excellent analytical skills and an aptitude for complex problem solving
- Have an evidence based approach to developing strategies and policies: need to be numerate and have well developed written skills
- Will need to have personal adaptability and resilience to thrive in a fast paced and challenging environment