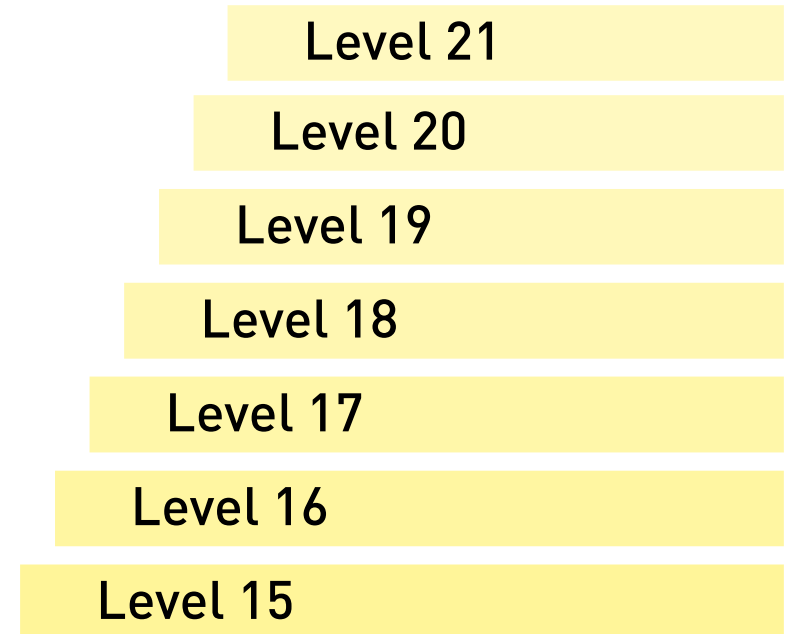


Organisational Leadership

Strategic direction setting and oversight of the Council and services

- Roles within this family will set the strategic direction of the Council, maintaining the corporate oversight of all Council services.
- Public and visible accountability is central to the family, as roles will work across the and the Council to drive change, be ambassadors for the place, and shape the vision.
- Roles will subsequently need to strategically plan service outcomes across medium to longer term timescales, will manage a range of priorities and will need to balance performance and risk.
- Roles within this family will be drawn from across the Council but will maintain a strong corporate identify, driving strategy that strongly interrelates across all services.



Organisational Leadership



Level 18

Leads services aligned to a directorate to achieve targeted results, priorities and statutory requirements. Accountable for delivery, effectiveness, community outcomes and/or corporate support, the role is critical to the achievement of change and performance. The focus is on the annual budget cycle but within the context of medium-term plans.

Scope of Work

Thinking is associated with developing policies for functions and services that realise Hertfordshire strategic goals. Role holders will be required to re-shape policy to meet the needs of particular services and service users turning Hertfordshire's broader aims into reality.

Responsible for using excellent communication skills to influence and lead their team as well as working with partners internally and externally, in broad and complex service.

Accountabilities/Responsibilities

- Develop annual plans and ensures resources (staff, resources, assets) necessary to achieve objectives against priorities with appropriate consideration for medium-term requirements.
- Lead the integration of activities, resources and projects while considering alternative models to drive efficiency and effectiveness.
- Lead on localised strategic development while ensuring operational performance or corporate advice to deliver strategic objectives within the specific service.
- Align own area of the Council with corporate objectives while ensuring priorities and plans are met for the division or directorate (across a wide range of diverse services).
- Lead considerable change and transformation across services, while ensuring continuity in performance, financial constraints and statutory obligations.
- Provide leadership and direction by role modelling effective leadership behaviours and inspiring confidence in and commitment to the goals of the Council.



Accountabilities/Responsibilities continued...

- Identify developments in the sector and region in order to take advantage of changes in the longer term within broad area of responsibility.
- Negotiate and collaborate with citizens, elected members, other council departments, and external stakeholders to develop joined up solutions which serve Hertfordshire and its citizens.
- Evaluate risk and service delivery trade-offs and makes changes to established plans in order to react to significant business challenges, opportunities or threats.
- Act as a Place Leader for Hertfordshire, creating an environment in which the Council can jointly design, commission, and deliver outcomes with partners, by unlocking barriers and monitoring the success of these partnerships.

Skills, knowledge and experience

- Degree qualification in relevant disciplines and/or additional knowledge gained through management qualification.
- Seasoned professional in area of expertise, with a breadth of understanding of all areas that the role covers.
- Experience of shaping strategy and objectives for a team to deliver on, covering a number of activities which have shared objectives.
- In-depth understanding of regulations/legislation and best practice within their area of specialism and the wider sector.
- Proven experience leading related services in a complex public sector organisation.
- Experience of leading transformation, setting objectives, and managing against the strategy.
- Effective leadership skills and ability to manage and develop a group of managers.
- Ability to build long term relationships internally and externally which focus on more than just consultation and are based on driving innovation and creating joint solutions that improve on current practice.
- Ability to build long term relationships internally and externally which focus on more than just consultation and are based on driving innovation and creating joint solutions that improve on current practice.

Organisational Leadership



Level 18 continued...

Skills, knowledge and experience continued...

- Ability to challenge partners and stakeholders critically and constructively, using influence and negotiation to build joint solutions and drive change.
- Excellent commercial acumen and financial understanding.
- Strong organisational and political acumen, with the ability to work with elected members and interest groups to build consensus and shape services.

Role Sizing

Level 18: Leads the delivery of a major function within a Directorate, often accountable to an Executive Director for a complex, diverse or high reputation area.