



# Cheshire West & Chester Council

## Executive Director of Place and Growth

### SALARY

Up to £146,624 per annum

### RESPONSIBLE TO

Chief Executive

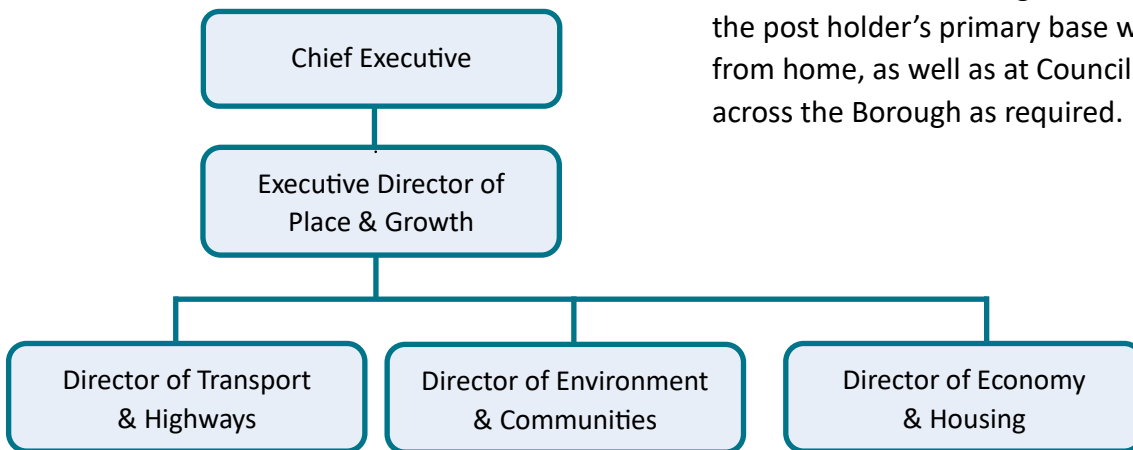
### CORE PURPOSE

To lead, inspire and energise everybody to make a positive difference to people's lives.

The Executive Director for Place and Growth plays a leading role across the Borough. Leading a diverse directorate covering environmental services, transport and highways as well as having responsibility for economy, regeneration and growth agenda.

The Executive Director of Place and Growth will embody our THRIVE values. Working as part of the Council's senior leadership team, you will implement a 'One Council' approach to ensuring priorities are achieved in collaboration with colleagues, members and partners.

This role is classed as 'agile' which means that the post holder's primary base will be to work from home, as well as at Council offices and across the Borough as required.



**PERSONAL GROWTH**  
Access learning and development opportunities

**WORKING REWARDS**  
Discounts in shops, hotel, restaurants, motoring and health

**FAMILY FRIENDLY LEAVE**  
Flexitime, volunteering and family friendly leave

**FLEXIBLE WORKING**  
Flexible working arrangements ensure you can achieve a healthy work life balance

**GENEROUS ANNUAL LEAVE**  
26 days annual leave increasing to 31 days, opportunity to earn additional days' leave

**PENSIONS**  
Access to the generous benefits the Local Gov Pension scheme offers, including life cover





## RESPONSIBILITIES *the Executive Director will...*

- Lead on all aspects of Growth & Place services to enable the Council to meet its statutory responsibilities and provide high quality, responsive and cost-effective services to residents, businesses, and communities.
- Contribute to the development and co-ordination of the Council's corporate and policy planning processes in order to inform strategic decision-making, achieve the Council's key corporate aims and objectives and deliver value for money.
- Lead the development of key strategies, policies and programmes, developing a One Council Approach, ensuring that they are fully aligned with and contribute to the objectives of the Borough Plan.
- Provide high quality strategic advice to Elected Members, ensuring they are fully briefed and aware of all relevant information in order to facilitate the Council's decision-making process.
- Lead, champion and support major organisational change programmes, challenging internal silos in order to facilitate continuous improvement and ensure that Council objectives are translated into action and anticipated benefits realised.
- To embed a strong performance culture and accountability framework within service areas
- Recruit, manage, motivate and support employees in the Directorate, ensuring their health, safety and well-being at work and maximising opportunities for personal and professional development and progression.
- Develop and implement effective communication and engagement strategies with members, employees, partner agencies, residents and businesses so that all can understand and fulfil their roles in helping the Borough to thrive.
- Oversee the management of resources available to the Growth & Place Directorates ensuring that they are deployed to best meet the Council's priorities in the most cost-effective way.
- Maximise opportunities for income generation, external funding and sponsorship to enhance the delivery of projects, programmes and services.
- Ensure the effective commissioning and continuous monitoring and improvement of services provided by third party organisations, including Council Companies, Contractors, partners and the community.
- Lead the development of 'Whole Place' approach to the achievement of outcomes at a local level, ensuring the design and integration of services to meet the bespoke needs of the Borough's distinct communities and building on their strengths.
- Continuously review and maximise opportunities for collaboration and joint working at a local and regional level and develop and maintain key partnerships in order to ensure the effective achievement of shared outcomes.





- Lead the Council's input into sub-regional, cross-sector working to secure investment, economic and skills growth for Cheshire West and Chester and to strengthen relationships with neighbouring areas including Liverpool and Manchester City regions. To support the Leader and the Chief Executive in maximising, negotiating and influencing sub-regional and national opportunities.
- Represent the Council at national, regional levels in dealings with government bodies, local authorities, agencies, the private sector, academic institutions and any other

appropriate organisation in order to promote and protect the interests and priorities of Cheshire West and Chester.

- Proactively seek to raise and maintain the profile of Cheshire West and Chester and the wider region with residents, businesses, visitors and investors in order to promote the area as a desirable place to live, work, visit and invest.
- Help to shape and influence the direction of services nationally and keep abreast of developments within local government and wider.

### ADDITIONAL RESPONSIBILITIES

- This role is classed as 'agile' which means that the post holder's primary base will be to work from home, as well as at Council offices and across the Borough, as required.
- This is a politically restricted post.
- You will be required to work outside of normal office hours, where required.
- The role requires a willingness to travel across the borough and nationally.
- This role requires participation in an on-call Emergency Response rota.
- This role requires you to undertake other duties, commensurate with the grade, as may reasonably be required.

### REQUIREMENTS the Executive Director will...

- have a relevant professional degree level qualification or equivalent
- be able to evidence continued professional, managerial and personal development
- Have a successful track record of providing professional, robust and resilient leadership in one of the service areas within this directorate, with high standards of conduct in a complex and diverse organisation ideally in the public sector.
- have the ability to establish high performance culture and track record of success in building effective teams, leading a diverse group of professional colleagues
- be able to develop high quality collaborative internal and external relationships across diverse stakeholders
- have a track record of giving advice to and building relationships at a senior level with elected Members and/or Board Members





- have proven experience of financial management including budget formulation, financial planning, monitoring and control, within tight financial limits in a large multi-disciplinary organisation
- have current and in-depth knowledge of national, regional and local government issues, developments, best practice and wider public sector agendas
- role model 'One Council Director' collaborative working, working in partnership with Extended Management Board, Members, and Partners (regionally and nationally) to achieve the best outcomes for the residents of Cheshire West and Chester
- be able to work successfully in a high pressure, political environment and manage competing priorities
- understand and promote equality, diversity and inclusion at every level and positively challenge inclusion measures within the workforce and in the delivery of services
- demonstrate the ability to communicate, negotiate and influence at a strategic and political level
- champion new initiatives in support of strategic goals, encourages others to change, and negotiate and implement change successfully
- demonstrate highly developed networking, advocacy, written, oral and presentation skills with the ability to persuade, influence and form sustainable partnerships, and fulfil an ambassadorial role for the Council
- champion new initiatives in support of strategic goals, encourage others to change, and negotiate and implement change successfully
- be committed to high quality, cost effective public services and local democracy which inspires colleagues and creates an environment of continuous improvement
- create a culture of innovation and creativity where colleagues feel able to question and challenge the status quo.

## THRIVE

### OUR VALUES - the role will model core values through...



#### TEAMWORK

Working flexibly, co-operatively, effectively, utilising resources, expertise and knowledge with others



#### HONESTY

Always acting in a caring, responsible and accountable manner which maintains the integrity of the council as a public



#### RESPECT

By valuing individual contributions and encouraging a culture of mutual respect



#### INNOVATION

Being innovative in everything we do; applying creative ideas to improve services and meet the council's outcomes



#### VALUE FOR MONEY

Financial impact and value for money are considered in everything we do for the benefit of the Council and our residents



#### EMPOWERMENT

Giving employees the responsibility to make decisions and striving to facilitate the contribution of others

