



## **A welcome from the Deputy Chief Executive and Executive Director of Resources**

Dear applicant,

I am delighted that you are interested in becoming our new Director of People at Hertfordshire County Council. Thank you for your interest in this vital role shaping and leading the People Strategy for our organisation and services.

Hertfordshire is a unique and important county. The scope, scale and complexity of Hertfordshire requires a dynamic and highly skilled workforce who can deliver excellent services to our 1.2 million residents. Key to this role will be your ability to continuously improve and transform the way we work in the context of increased demand and finite resources.

We directly operate over 500 different services, have established several trading companies and shared services, and work alongside a range of public sector partners in delivering critical services to the residents of Hertfordshire. As our new Director of People, you will provide influence and direction across many of these areas.

Significant change and transformation are already underway in our organisation, and the majority of our staff now operate from our new head office in Stevenage, that is fit for the future and agile and responsive to our communities. We have also recently completed a major review of our operating model which has engaged the workforce to drive further efficiencies in the way that we work. We still have much to do to realise the full vision of this new approach, and as the Director of People, you will be vital in making this happen. In terms of personal leadership, you will be critical in ensuring that our talented People Services team (circa 150 staff) continuously improve, supporting the organisation to realise our strategic and operational ambitions.

Diversity and Inclusion is part of our DNA and as Director of People you will lead our Diversity and Inclusion team to build on the excellent achievements we've already made (Disability Confident Leader, and ENEI Gold award). Your leadership style, commitment to championing fairness and belonging, both within our workforce and the services we provide to residents, will be critical to your contribution to the overall leadership of our organisation.

You will be the lead advisor to the Chief Executive, Angie Ridgwell, and her senior management team and our Elected Members in relation to our workforce, its development, organisational design and people and workforce planning strategy. Your partnership working skills, especially developing and maintaining collaboration opportunities both within the council and with public service partners and communities across the county, will be key to success.

This is a fantastic opportunity to work within a County Council, which includes a blue light service as Hertfordshire Fire & Rescue Service is part of our organisation. You will work closely with all members of the Senior Management team including our Chief Fire Officer to implement learnings from recent reviews of the sector, and be pivotal in ensuring that HR processes, policies and systems to create a fair and inclusive environment for our people.

Included in this candidate pack, you will find information about the role, our service, organisational structure and the recruitment process. We encourage you to review this material carefully and reflect on how your skills and experiences align with the responsibilities and expectations of the Director of People at Hertfordshire County Council.

Thank you for the interest in the post and I look forward to receiving your application.

Kind regards,

Scott

**Deputy Chief Executive and Executive Director of Resources**