

Executive Director of Resources

Directorate:	Resources		
Service:	Resources		
Location:	County Hall, Preston		
Salary range:	£154,696	Grade:	ED
Reports to:	Chief Executive	Staff responsible for:	5 direct reports Circa. 1800

Job Purpose

Reporting to the Chief Executive, the Executive Director of Resources is responsible for driving transformational change across the organisation to deliver the council's priorities, which ultimately support our Lancashire residents to receive services they need and deserve.

This will be achieved through the inspirational leadership of the Executive Director, which delivers high performance, engagement and innovation across the directorate. It will require the Executive Director to embed a performance culture across the directorate and the council.

It will therefore require strong leadership from the Executive Director to work collaboratively with the Corporate Management Team and Elected Members to ensure the Lancashire values, priorities and ambitions are realised through maximising the resource and delivery potential across the council, whether this is through strategy, policy, governance, workforce, digital, culture or data/performance.

The services within the Executive Director's portfolio of responsibilities include:

- Law and Governance
- Strategy and Innovation
- Finance and Commerce
- Digital Services
- People Services

The job purpose is underpinned by the council's vision, values and corporate priorities.

Vision

To make Lancashire the best place to live, work, visit and prosper.

Values

- ❖ **Supportive** – we are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.
- ❖ **Innovative** – we deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focussed on how we can deliver the best services now and in the future.

- ❖ **Respectful** – we treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.
- ❖ **Collaborative** – we listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

Our values influence the way we work and the decisions we make when delivering our services. They also guide our people in the behaviours they adopt within their roles.

Our four priority areas are:

- ❖ **Better lives for all** - ensuring more children and young people have the best start in life, families are more resilient, adults are supported to live more independent lives, and that everyone can live a healthy and happier life.
- ❖ **Economic ambition** - working with the business community to equip people with the right skills to secure rewarding work, invest in Lancashire, improve transport and digital connectivity, and grow the local economy.
- ❖ **Strong communities** - ensuring our communities are safer and more resilient, encourage people to play their part, promote our rich heritage and culture, and protect our environment for future generations.
- ❖ **Thinking differently** - focusing on delivering high-quality public services, providing the right help at the right time, embracing digital and technological innovation and developing the best possible workforce.

Leadership Responsibilities and Expectations

Responsibilities Level 1 & 2

Navigating Lancashire County Council's leadership landscape involves three focal areas of responsibility: Leading Self, Leading Others, and Leading Lancashire County Council. These responsibilities serve as a guideline for cultivating personal growth, developing effective teamwork, and achieving impactful outcomes. It's important to note that these are Lancashire County Council's generic Level 1 & 2 leadership responsibilities, and role-specific duties are not included.

LEADING LCC

- * Develop and implement long-term strategic plans
- * Ensure governance and compliance
- * Maintain organisational effectiveness
- * Deliver financial efficiencies
- * Manage and develop strategic relationships
- * Promote transparency and accountability
- * Advocate for public interest
- * Lead change and drive innovation
- * Risk management, including contingency and succession planning
- * Engage in public relations

LEADING SELF

- * Know your role and demonstrate accountability
- * Recognise your presence and impact, ensuring you're aligned with the Leading Lancashire framework
- * Treat others with fairness and respect
- * Continuously developing professional and leadership skills
- * Build a strong professional network
- * Balancing your priorities for the good of your health and wellbeing

LEADING OTHERS

- * Provide a healthy and safe working
- * Value individual and team contribution
- * Demonstrate genuine care and interest in our people
- * Develop a culture of continuous improvement
- * Enhance collaborative practices
- * Resource appropriately and efficiently
- * Clarify roles and expectations
- * Champion diversity, equity, equality and inclusion
- * Maintain strong relationship and enhance collaborative practices
- * Manage performance and behavioural issues



Role-specific accountabilities/responsibilities:

Strategic Responsibilities

- Lead the development of corporate strategies and policies ensuring they are embedded throughout the organisation through effective performance management systems.
- Lead on the council's transformation programme, maximising the role of innovation and digital in future plans and driving forward the council's financial and workforce strategies.
- Embed a culture which empowers services within the Resources Directorate to have a commercial and customer focus that delivers service improvement and innovation.
- Be accountable for developing opportunities to improve the council's long term financial sustainability and security, including risk management, commercial development and maximising outcomes.

- Be accountable to the Chief Executive and Elected Members on the statutory responsibilities of the role to deliver the council's strategic vision and priorities.
- Ensure services are delivered and measured against internal and external objectives, performance targets and standards to improve the performance of the Lancashire economy and services to residents whilst driving out cost.
- Initiate, develop and influence external relationships with key stakeholders and partners on a local, regional and national level in line with the organisational strategy and direction.
- Develop solutions to new and emerging issues within a challenging financial and economic landscape, a tight labour market and within a changing local and national political context.
- Work and lead collaboratively with the Corporate Management Team to embed a 'one council' ethos and culture in order to achieve the council's priorities and ambitions.

Leadership Responsibilities

- Be an inspiring leader that evidences a high performing culture and service excellence across the Directorate.
- Build a Directorate senior leadership team to deliver high performance and transformational change by modelling the council's expected behaviours, values and performance standards to achieve delivery of Directorate and council priorities.
- Embrace the council's commitment to diversity and inclusion by initiating, supporting and embedding improved outcomes in the workplace and our communities.

Other

Equal Opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Customer Focused

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

Safeguarding Commitment

We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.

Our Values

We expect all our employees to demonstrate and promote our values:

Supportive

We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.

Innovative

We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.

Respectful

We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.

Collaborative

We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

Person Specification

All the following requirements are essential unless otherwise indicated by *

Your ability to meet the job requirements will initially be assessed by the information provided on your application but further assessment will be undertaken at interview and, in some cases, by using other types of assessment(s).

Qualifications

- An appropriate leadership or management qualification, such as an MBA or evidence of development of leadership ability through high quality internal or external development.

Experience

- Operating sensitively in a political environment, developing relationships, gaining respect, trust and confidence.
- Substantial relevant leadership experience at a senior level in a local authority or other large, complex organisation.
- Successful track record in the leadership of a large and diverse workforce, inspiring them to achieve service improvements.
- Demonstrable track record of successful service transformation that delivers improved outcomes at reduced cost, with evidence of innovative, commercial and transformational thinking and the achievement of more affordable models of service delivery.
- Extensive experience of partnership and collaborative working at a strategic level that supports and improves the social, economic and environmental interests of local communities.
- Developing strategic solutions and delivering outcomes to meet statutory requirements, regulations, improved service standards and in response to existing and emerging priorities.
- Operating within, and managing, an area of significant risk and opportunity, exercising considerable judgement and leadership.

Essential knowledge, skills & abilities

- Extensive knowledge of local government and of the areas of responsibility, including strategic understanding of local government finance and sources of alternative funding.
- Ability to set clear direction, goals and a culture of high aspirations to develop and implement strategic objectives.
- Ability to demonstrate a high level of motivation, personal resilience and focus to ensure the delivery of excellent services.
- Ability to influence, develop, motivate and change behaviour to achieve results through effective leadership and management of people, financial resources and systems.
- Ability to build, maintain and influence effective working relationships both internally and externally with key stakeholders and partners.
- Ability to understand the market(s) within which services are delivered and take a commercial approach to negotiations and business relationships.
- Strong options appraisal and cost benefit analytical skills to provide critical and decisive direction, leadership and judgement.
- Highly developed interpersonal and communication skills.
- Ability to work collaboratively as part of the Corporate Leadership Team and take shared responsibility for organisational performance.

Personal Attributes

The Lancashire Mindset

Demonstrate Growth, Ownership, Optimism, and Positive Impact in all actions and decisions.

Values-Aligned Capabilities and Behaviours

Reflect the Council's core values through supportive, innovative, respectful, and collaborative practices.

Other Essential Requirements

- Commitment to Diversity & inclusion through the ongoing development of an inclusive workplace.

- Commitment to health and safety.
- Display the LCC values and behaviours at all times and actively promote them in others.
- This is an essential car user post
You will be required to provide a car for use in connection with the duties of this post and must be insured for business use. In certain circumstances consideration may be given to applicants who, as a consequence of a disability, are unable to drive.