

## Role Profile



|                                     |   |
|-------------------------------------|---|
| <b>Role Title</b>                   | Chief Executive (Head of Paid Service)                                |
| <b>Directorate</b>                  | Chief Executive   |
| <b>Team</b>                         | Senior Leadership   |
| <b>Job Category</b>                 | Leadership & Management   |
| <b>Grade</b>                        | Tier 1 £188,227 (Pending JNC for Chief Executive Pay Award 2026/2027) |
| <b>Politically Restricted Posts</b> | Yes   |
| <b>Returning Officer Status</b>     | Yes   |

## Role Purpose

Working with elected Members, Officers and key partners, the Chief Executive will provide corporate and strategic leadership to the Council, setting and delivering a sustainable and outcome-focused vision for Cumberland and its residents. The postholder will ensure the Council operates as a financially resilient, high-performing and well-governed organisation, delivering statutory responsibilities alongside place-based ambitions.

## Accountabilities

1. Working in partnership with Elected Members to build and maintain the vision and values for the Council and lead the delivery of key strategies and policies to meet this vision through clear priorities and robust performance oversight.
2. Lead a high-performing Strategic Leadership Team who deliver in line with the values of the Council and who model collective leadership, accountability and cross-council collaboration.
3. Oversee statutory officers and ensure that their duties are fulfilled and that they have sufficient resources, access and organisational influence to perform in their roles effectively.
4. Work collaboratively to create an inclusive, customer-focused and values-led culture for the organisation that ensures the needs and aspirations of customers and local communities are at the centre of the Council's operating model and where employees are valued and motivated to give their best with a commitment to equality, diversity, wellbeing and engagement.
5. Lead the ongoing development of the organisation by ensuring effective systems, structures and processes are in place which will enable us to respond to the needs of our residents and partners.

6. Foster a place-based approach with the Council and other strategic partners that reflects Cumberland's distinctiveness, while facilitating collaboration with Westmorland and Furness, Council, and working closely with the Cumbria Mayor and Cumbria Combined Authority, as well as other regional and national partners including in relation to devolution, system leadership and shared priorities.
7. Ensure strong financial management and value for money and medium-term financial sustainability through the delivery of efficient and effective services and maximising funding resources in close partnership with the Section 151 Officer and the Strategic Leadership Team.
8. Promote innovation in public services that are agile and adaptable through digital, data and technology-enabled transformation.
9. Maintain governance, performance and risk systems and ensure these are continuously improved in line with statutory, regulatory and audit expectations.
10. Act as ambassador for the Council and exert influence at the most senior levels across government departments, public bodies, partners and suppliers.
11. Undertake statutory duties as Head of Paid Service and exercise the authorities delegated to the role of Chief Executive in accordance with the Council's constitution and all relevant legislative and governance requirements.
12. Undertake Returning Officer responsibilities where assigned, together with any related electoral duties and accountabilities as required by law.

## **Knowledge / Skills / Experience required**

1. Educated to degree level or equivalent, with relevant leadership and management qualifications and/or substantial senior leadership experience.
2. Senior executive experience in large organisations.
3. Strong financial management experience.
4. Evidence of continuous professional development.
5. Successful track record of working in similar, complex political environments.
6. Strong partnership working track record.
7. Experience engaging with government and external bodies.
8. Experience leading large-scale change programmes with evidence of sustained delivery, service improvement and workforce engagement.
9. Ability to build high-performing teams and create a culture of accountability, inclusion and collaboration
10. Inspirational leadership and engagement skills.
11. Ability to articulate a clear vision.

12. Detailed knowledge and understanding of the major issues facing local government and the statutory, policy, strategic and service delivery framework in which local government operates including governance, assurance, inspection, risk and the wider reform agenda.
13. IT literacy and awareness of social media.
14. An appreciation of the specific issues for Cumberland including its rural and urban characteristics, health inequalities, economic opportunities, infrastructure needs and partnership landscape.
15. Experience of developing a values based culture, that uses data, insight and research to nurture a learning, curious and empowered workforce.

## Context and Scope

The Chief Executive operates within a complex and evolving local government landscape, characterised by increasing financial pressures, rising demand for services and a strong requirement to deliver sustainable, high-quality outcomes for residents and communities across Cumberland.

The postholder will play a central role in the continued development and maturity of the Council, ensuring the organisation operates as a financially resilient, well-governed and high-performing authority that delivers modern, agile, inclusive and customer-focused services.

Working closely with elected Members, statutory officers and strategic partners, the Chief Executive will shape and deliver a place-based approach to service delivery, ensuring that the needs and aspirations of local communities are understood and reflected in the Council's priorities and operating model.

The Council will continue to explore and implement a range of delivery models, working collaboratively with partners, communities and other organisations to ensure services are efficient, effective and sustainable, while enabling communities to play an active role in shaping outcomes.

As part of the Strategic Leadership Team, the Chief Executive will provide visible (across the whole geography) and inclusive leadership, fostering an organisational culture that supports high performance, accountability, continuous improvement and workforce engagement, while ensuring the safe and effective delivery of services during ongoing change.

The role requires the ability to lead confidently within a dynamic environment, balancing organisational stability with transformation, and enabling the Council to respond to emerging challenges, opportunities and policy developments at local, regional and national level.

|             |              |
|-------------|--------------|
| <b>Date</b> | 18 June 2026 |
|-------------|--------------|

## Our Values

**Cumberland Council** takes a fresh approach to the delivery of inclusive services that are shaped by our residents and communities.

By enabling positive outcomes for health and wellbeing, prosperity and the environment, we will fulfil the potential of our people and our area.

In everything we do we aim to:



Be compassionate



Be innovative



Be empowering



Be ambitious



Be collaborative