Success profile

Role Title	Chief Executive		
Directorate	All	**Service**	All
Grade	CE	**Reports to**	Elected members/leader
JE Code	9001	**Pension Scheme**	Local Government Pension Scheme
DBS Required	Basic	**Politically Restricted**	Specified
Approving Manager	Elected members/leader	**Date**	January 2022

Information about the role

Role Purpose	• To be responsible for the leadership and strategic and operational management of council functions. • To work closely with elected Members, to help them to shape and develop the Council's vision, objectives, and priorities and to be primarily responsible for their delivery in line with the Council's constitution. • To promote and articulate the views of local communities on a national and international basis on behalf of the Council and forge effective partnerships with the public, voluntary and private sectors to deliver cross-cutting solutions. • To act as Head of Paid Service and undertake statutory electoral roles and responsibilities.
Financial accountability	Accountable for the effective management of the total Council gross budget of £1.1 billion, net revenue budget of c.£500m, all capital programme expenditure and other programme expenditure. *This is to be confirmed.*
Leadership capabilities	**Chief Executive**
Systems leader and navigator	• Responsible for signing off the corporate objectives that guide outcome delivery plans across the Council. • Responsible for working with Strategic Directors to identify new opportunities to deliver the outcomes in a more outcome-focused, cross-service way.

Political leadership and financial control	• Responsible for ensuring the Council delivers the political ambitions and desired outcomes set by cabinet. • Responsible for embedding a commercial mindset in leadership across the Council.
Co-production and community experience	• Responsible for ensuring that council-wide outcomes and how they're delivered are truly co-produced and owned by the people of Cornwall. • Responsible for ensuring that the Council as a whole drives to continually improve satisfaction and outstanding experience for the people and communities of Cornwall.
Developing the future workforce	• Responsible for the skills development of staff across the Council as a whole, identifying key areas and opportunities for skills refinement. • Responsible for identifying and supporting the development of talent within CDT and CLT. • Responsible for building leadership capabilities within CDT.
Leading change, learning and innovation	• Responsible for leading the whole Council strategic vision for change. • Responsible for driving whole council cultural change through the 'team Cornwall' approach. • Responsible for creating an environment where all staff members and directorates can reflect honestly on practice and innovate methods and approaches.
Place-based leadership	• Responsible for acting as a strategic convenor, building relationships and networks with the chief executives of key organisations working to support the people of Cornwall. • Responsible for working with Strategic Directors to set the vision for new ways of working with localities and communities.
Inclusion and diversity	• Responsible for ensuring that unlawful discrimination, harassment and victimisation is challenged at all levels throughout the Council. • Responsible for setting the vision for an inclusive working environment across the Council where everyone is able to be themselves.
Performance, quality and standards	• Responsible for corporate performance and addressing Directorate underperformance. • Responsible for ensuring compliance to regulatory guidance across the Council. • Responsible for setting Council policies and standards in relation to the safeguarding of those at risk. • Responsible for setting Council policy that covers health and safety guidance. • Responsible for reducing the Carbon footprint of the Council.
Role-specific accountabilities	• To directly manage the Council's Corporate Directors Team. • To lead the Council's workforce.

	• To provide operational leadership and direction to the Council's workforce to secure the successful delivery of the Council's Business Plan and budget, and all other policies and priorities. • To work with elected members to create a vision for the Council based on effective, sustainable and inclusive services that are designed and delivered around the needs of the people of Cornwall. • To be the principal adviser to the Cabinet, ensuring effective and informed decision-making through Members receiving professional and timely advice. • To develop and lead collaborative relationships and partnerships with key stakeholders including Public Sector Cornwall, the third sector and the private sector to break down silos, deliver new and innovative approaches and secure improved outcomes to Cornwall and its communities. • To advocate for, and represent the interests of Cornwall regionally, nationally and internationally to secure sustainable investment that delivers long-term benefits for its communities. • To discharge Shareholder responsibilities on behalf of the Council in relation to the Arm's Length Service Delivery providers, ensuring the effective management and continuous improvement of the companies. • To set the culture and value for the organisation ensuring Cornwall's diverse communities are engaged and have a greater say in shaping priorities and how they are delivered. • To lead the development of a strong corporate culture where effective performance management delivers improved services focused on the needs of customers and the wider community.

Our Competency Framework

Connect Better

I connect better so that we communicate in ways everyone understands and listen closely to what matters most to residents, partners, and colleagues.

Work alongside elected members, colleagues, partners and our communities:

- I build strong relationships with all our key stakeholders and partners outside the Council, and I stay connected with our communities.

Make our communications clear and accessible:

- I change how I communicate to suit the people I'm talking to, make sure I really listen and understand, and encourage everyone to share their views.

Think Bigger

I think bigger so that we're ready to meet future challenges by working with others to solve complex problems.

Understand how what we do connects with the system and environment we work in:

- I understand how my work connects with what others are doing - both inside and outside the Council – so we can make the biggest impact for our local area and communities.

Build and deliver ambitious plans with our communities:

- I get involved in finding new and better ways for us to work together, so we can create strong solutions that can handle the complex and changing world we work in.

Maximise Resources

I maximise resources so that we can increase efficiency and reduce waste and always seek to improve.

Make the most of limited resources:

- I make the most of our resources by finding new ways to secure and use them. I work with others to make best use of data and digital tools, our people and our finances.

Always doing our best:

- I take pride in doing a good job and am open to learning. I keep building my skills and knowledge so that I can help deliver the services our residents need - now and in the future.

Deliver Results

I deliver results so that we fulfil our promises to our communities.

Play my part in achieving our shared goals:

- I help shape and deliver plans that prepare our communities for the future. I consider things we can't control—like changes in the environment or the economy—and how they might affect people locally.

Take responsibility:

- I co-create clear goals and take responsibility for delivering high quality work quickly. If things aren't going to plan, I look for solutions.

Belonging and Inclusion

I champion belonging and inclusion so that we can **create a fairer, more inclusive Cornwall.**

Creating a culture where we can all thrive:

- I make time for my wellbeing so I can do my job well and support others to do the same.
- I work with colleagues, partners, and residents in ways that help them feel supported and confident that their views are valued.

Building inclusive and respectful relationships:

- I seek and consider different points of view.
- I build relationships based on trust, respect and compassion