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LEADING COURAGEOUSLY, PUTTING PEOPLE FIRST

CORNWALL COUNCIL
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Chief Executive Officer

Salary: £214,982







Closing date: 9am, Monday 7 December 2026

Starfish

Welcome

From Leader of Cornwall Council, Councillor Leigh Frost



Thank you for your interest in becoming the next Chief Executive Officer of Cornwall Council and serving the people of our remarkable Duchy.

As Leader of the Council, I am proud to represent the place I have long called home. Cornwall is a unique and special part of the country, known for its natural beauty but also for its strong communities, distinct identity and shared sense of purpose. Leading one of the largest unitary authorities in England brings real responsibility.

Members have set out a clear set of priorities for the next four years, built around our ambition to create a better Cornwall for everyone. We want our children and families to feel safe and supported, our communities to be resilient, our economy to grow in a way that benefits Cornish people, and our public services to be sustainable for the long term. Our new Chief Executive Officer will be the person who turns that ambition into delivery.

We are honest about the challenges we face. Demand for services continues to grow across a large, rural area with an older population, and while we have set a balanced budget across all three years of our Medium Term Financial Plan, delivering it will require difficult decisions and strong, steady leadership. At the same time, Cornwall has enormous potential, from our position at the forefront of the clean energy transition to our devolution deal and the opportunity to go further as a Single Foundation Strategic Authority.

We are looking for a Chief Executive Officer who will lead with warmth and credibility, work constructively with Members across all political groups, and represent Cornwall with confidence locally and nationally. Cornwall is a place that rewards people who invest in it, and we want someone who will be visible in our towns and communities and who will build the relationships on which success here depends.

If you are inspired by the opportunity to lead Cornwall Council into its next chapter, I would be delighted to receive your application.



About us

Cornwall is blessed with world-class natural beauty matched by leading-edge innovation and real ambition.

We see Cornwall as the UK's fifth nation, proud of our Celtic heritage, shaped by our pioneering history and focused on a bright future for one and all. The Government formally recognises the distinct identity of Cornish people, granting minority status within the UK, and the Cornish language, Kernewek, is a fundamental part of Cornwall's identity.

Cornwall is a thriving cultural destination, home to globally renowned natural and built attractions, a vibrant food scene, a growing university sector and a rich arts offer. It is also fast becoming key to the sustainability of the UK economy, with cutting-edge technologies being developed across renewable energy, critical minerals, defence, agri-food and space, alongside the UK's first spaceport.





With **a workforce of around 5,800**, the Council is the largest employer in the county, delivering services to more than **570,000 residents** and supported by **12 Community Area Partnerships** that make sure local priorities from every community are heard and acted upon.

Our mission is **"Doing our BEST for Cornwall: being Bold and Empowering to create Sustainable change Together"**.

What makes us different?

A strong and mature organisation

We are an award-winning council with a clear track record of delivery, consistently in tune with residents and businesses. Our Members and employees are proud to work for Cornwall, driving commitment and fuelling ambition for the place in which we live.

A strong, devolved voice

As the first rural authority to agree a devolution deal with Government, Cornwall Council has real powers over transport, energy, health, social care and heritage, giving Cornwall genuine influence over its own future.

Exceptional connectivity

Cornwall is the landing point for 22 of the world's fastest transatlantic fibre optic cables, and Cornwall Airport Newquay, owned by the Council, is the fastest-growing regional airport in the UK, connecting over 400,000 passengers a year.



An outstanding natural environment

A spectacular coastline, beautiful beaches and sweeping moorland, much of it protected as an Area of Outstanding Natural Beauty, make Cornwall one of the most scenic places in the UK to live and work.

A safe, welcoming place to live and work

With crime rates among the lowest in the UK, children's services rated Good by Ofsted and 13 higher education campuses across the county, Cornwall is a brilliant place for families and people of all ages.

Team Cornwall

We are respected at a regional and national level for our innovation, best practice and championing of sector-led improvement. Our latest peer challenge highlighted a range of strengths in our approach:

OUR STRONG SENSE OF PLACE, with a proud identity and heritage, underpins a shared long-term ambition for the area.

THE CALIBRE, COMMITMENT AND PASSION OF OUR ELECTED MEMBERS AND OFFICERS results in a highly effective organisation with loyal and experienced staff.



A STRONG TRACK RECORD WITH GOVERNMENT, reflected in the intention to explore designating the Council as a Single Foundation Strategic Authority, which would be a unique hybrid arrangement.





A CONSTRUCTIVE CULTURE across the organisation is the result of conscious endeavour and insightful leadership, supported by open and accessible leaders, extensive staff engagement, strong development opportunities and well-embedded organisational values and principles.

EXCELLENT AND MATURE PARTNERSHIPS, with genuinely shared ambitions, joint endeavour and buy-in at both the strategic and operational level.



Senior Leadership structure

Chief Executive

Strategic Director – Safe and Caring Communities (DASS)



Strategic Director – Community Wellbeing



Strategic Director – Together for Families (DCS)



Strategic Director – Sustainable Growth and Place



Chief Financial Officer (S151)



Role profile

Purpose

As Chief Executive Officer and Head of Paid Service, you will lead Cornwall Council, working with the Leader, Cabinet and all Members to shape the Council's vision, objectives and priorities and turn that ambition into delivery for the people of Cornwall. As principal adviser to the Cabinet and the Council's most senior voice with Government, partners and residents, you will lead the Council's workforce of around 5,800 people and directly manage the Strategic Directors.

Staffing and Budgets

Workforce of around **5,800 employees**

Gross Budget of around: **£1.6bn**

Capital Programme of around: **£1.8bn**

Savings programme of more than **£150m** across the three-year Medium Term Financial Plan.

Key responsibilities

ORGANISATIONAL LEADERSHIP

- Lead the Strategic Directors with a shared sense of purpose, building a high-performing, collaborative leadership culture that embodies the Team Cornwall approach.
- Act as Head of Paid Service, providing operational leadership and direction to the workforce and making sure the Council has the structure, capability and leadership it needs to deliver its Business Plan and budget.
- Lead whole-council cultural change, creating an environment where staff can reflect honestly on practice and innovate, and where strong performance management delivers better services for residents.

POLITICAL LEADERSHIP

- Work with the Leader, Cabinet and all Members to translate the Council's priorities for the next four years into deliverable plans and measurable outcomes.
- Act as principal adviser to the Cabinet, giving clear, impartial and timely advice to Members across all political groups and supporting them to take difficult decisions well.
- Make sure the Council's governance arrangements remain robust, transparent and effective.





FINANCIAL STEWARDSHIP

- Lead the delivery of the balanced three-year Medium Term Financial Plan, including significant investment in Together for Families and adult social care alongside a savings programme of more than £150m.
- Work with the Chief Finance Officer and Strategic Directors to secure the Council's long-term financial sustainability as demand for services continues to grow.

GROUP COMPANIES AND COMMERCIAL LEADERSHIP

- Hold the Council's shareholder responsibilities for its arm's length service delivery companies, ensuring their effective management and continuous improvement.
- Embed a commercial mindset in leadership across the Council.





GOVERNMENT, DEVOLUTION AND PLACE LEADERSHIP

- Lead Cornwall's relationship with Government, building on the devolution deal and making the case for further powers and investment, including the potential designation as a Single Foundation Strategic Authority.
- Act as a strategic convenor across Cornwall, building relationships with the chief executives of key organisations and working with Public Sector Cornwall, the voluntary sector and the private sector to deliver the 2050 Cornwall Plan.
- Represent Cornwall locally, regionally, nationally and internationally, championing its strengths in clean energy, critical minerals and the creative and visitor economies to secure sustainable investment.

VISIBLE LEADERSHIP

- Be a visible and accessible leader across Cornwall's towns and communities, with the workforce and with partners.

Statutory responsibilities

You will act as Head of Paid Service and undertake the Council's statutory electoral roles and responsibilities.

This is a politically restricted post.



What we are looking for

We are looking for a proven senior leader, most likely a sitting Chief Executive or Deputy Chief Executive in a large and complex organisation. You will bring:

- **A strong track record of leading a large, complex organisation through change**, with measurable improvements in performance and outcomes.
- **Sound political judgement and experience** of working effectively with Members across different political groups.
- **Financial grip and experience of delivering significant savings** while protecting and improving services.
- **Experience of leading** at place level, building strong partnerships and influencing Government and national bodies.
- **The warmth, credibility and visibility to lead a large workforce** and to represent Cornwall with confidence.

We welcome applications from across local government and comparable sectors.







Salary and benefits

Salary: £214,982

Working at Cornwall Council

Cornwall Council's ambition is to be an employer of choice, a high performing Council and a learning organisation.

We offer a range of flexible working options to help our employees achieve a good work-life balance while ensuring service needs are met.

OUR CORE EMPLOYEE REWARDS AND BENEFITS INCLUDE:

- A competitive salary.
- A defined benefit pension scheme based on career average earnings, with automatic enrolment into the Local Government Pension Scheme and the option of additional voluntary contributions.
- A generous annual leave entitlement with the option to purchase additional leave.
- A supportive culture focussed on health and wellbeing.
- An employee benefits scheme giving employees access to a wide range of discounts to local and national goods and services.
- A relocation package.



How to apply

We hope you will consider making an application. To make an application, please go to the Starfish Search website here and click on the apply now button, with the following prepared:

- Your CV (no more than three sides of A4).
- A supporting statement (no more than three sides of A4) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

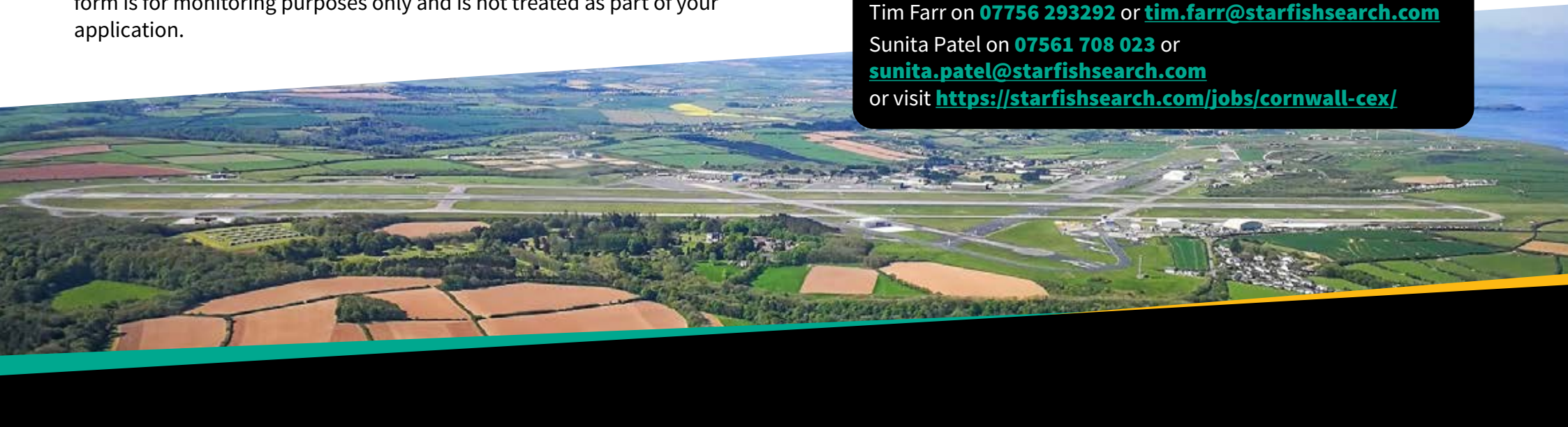
We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Key dates

Closing date	**9am, Monday 7 December 2026**
Longlisting	**17 December 2026**
Technical Interviews	**18-23 December 2026**
Shortlisting	**5 January 2027**
Final assessments and interviews	**12 January 2027**

Contact Information

For a confidential discussion about the role please contact:
Tim Farr on **07756 293292** or **tim.farr@starfishsearch.com**
Sunita Patel on **07561 708 023** or **sunita.patel@starfishsearch.com**
or visit **https://starfishsearch.com/jobs/cornwall-cex/**



We are the UK's fifth nation – proud of our Celtic heritage, shaped by our pioneering history and focused on our future.

We will work hard to unlock the potential of our people, communities and resources for the benefit of one and all.



If you would like this information in another format or language please contact us:

Cornwall Council, County Hall, Treyew Road, Truro TR1 3AY

Email: customerservices@cornwall.gov.uk

www.cornwall.gov.uk Telephone: 0300 1234 100

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