



Cheshire West & Chester Council

Assistant Chief Executive - Director of Transformation and Strategy

SALARY

Up to £108,209 per annum + supplement for Place duties

RESPONSIBLE TO

Chief Operating Officer (Section 151) + dotted line to Chief Executive

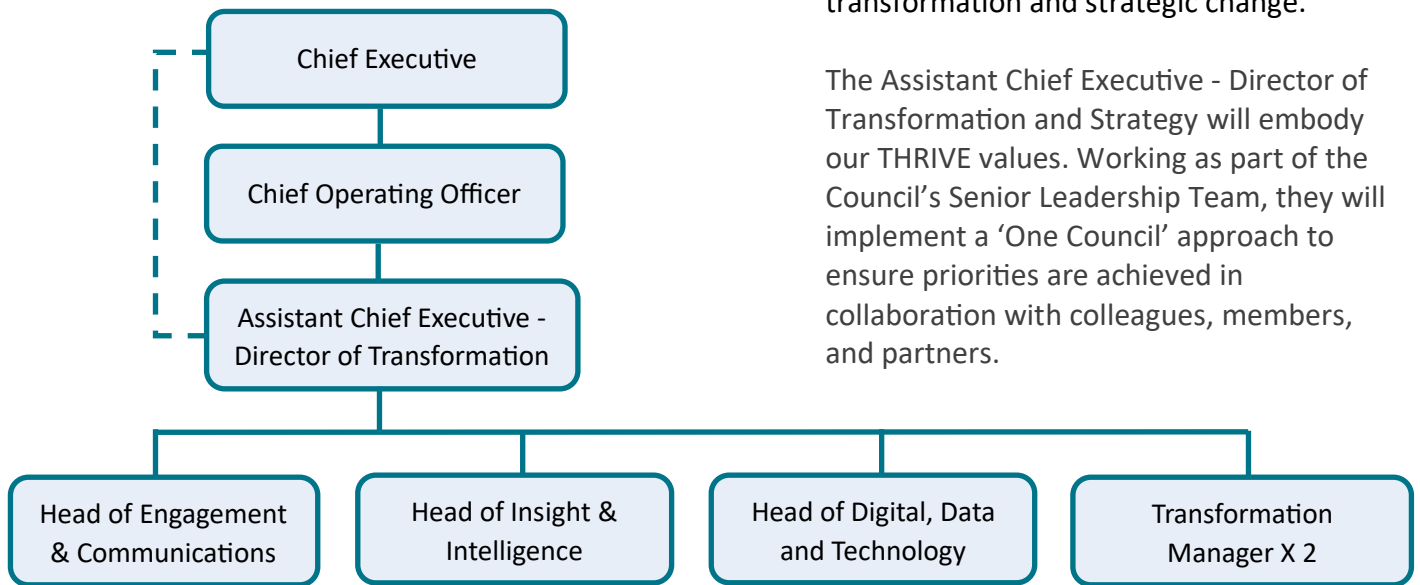
CORE PURPOSE

To lead, inspire and energise everybody to make a positive difference to people's lives.

The Assistant Chief Executive - Director of Transformation and Strategy plays a principal role across the borough, leading a diverse directorate that covers Transformation, Communications, Insight and Intelligence and Digital.

They will lead and develop a portfolio of strategic services, major programmes and partnerships to enable the borough to achieve its vision and ambition. They will also play a key role with our health (Integrated Care Board – ICB) colleagues in Cheshire and Merseyside to drive transformation and strategic change.

The Assistant Chief Executive - Director of Transformation and Strategy will embody our THRIVE values. Working as part of the Council's Senior Leadership Team, they will implement a 'One Council' approach to ensure priorities are achieved in collaboration with colleagues, members, and partners.



<p>PERSONAL GROWTH Access learning and development opportunities</p>	<p>WORKING REWARDS Discounts in shops, hotel, restaurants, motoring and health</p>	<p>FAMILY FRIENDLY LEAVE Flexitime, volunteering and family friendly leave</p>
<p>FLEXIBLE WORKING Flexible working arrangements ensure you can achieve a healthy work life balance</p>	<p>GENEROUS ANNUAL LEAVE 26 days annual leave increasing to 31 days, opportunity to earn additional days' leave</p>	<p>PENSIONS Access to the generous benefits the Local Gov Pension scheme offers, including life cover</p>





RESPONSIBILITIES *the Assistant Chief Executive - Director of Transformation and Strategy will...*

- lead on the development and delivery of a compelling strategic plan and policy agenda for the borough, ensuring it is informed by extensive public and democratic engagement, robust evidence and alignment with the financial context underpinned by effective implementation, oversight and performance arrangements
- lead, champion and support major organisational change programmes, challenging internal silos in order to facilitate continuous improvement and ensure that Council objectives are translated into action and anticipated benefits realised
- ensure that the Council operates a strong project management offer
- lead on the development of a strong performance management framework in the Council, promoting accountabilities and corporate learning
- lead on the development and delivery of the organisation's digital, data and technology vision, enabling public services to be more responsive, agile, and effective
- enable the organisation to realise its ambitions by providing senior leadership on key strategic partnerships across health, the borough and wider sub-region, promoting the principles of localism, joint outcomes and purposeful collaboration
- support the Cabinet and Senior Leadership Team in regional sub-working and devolutions flexibilities
- ensure the organisation shares and adopts leading practice across the local government sector and beyond, creating integrated services to ensure that the Council is insight-led, strategic, effective and efficient
- support the Chief Executive in their role as Place lead, facilitating cross-Council and Place partnerships with strategic systems innovation and transformational change to support the progression of health and care integration in Cheshire and Merseyside
- provide support to the Chief Executive as lead for transformation and change, representing them on behalf of the Council at key meetings and events, locally and nationally
- lead on the development and delivery of the Council's transformation programme, with a strong focus on improving outcomes through effective service design and operating models, prevention, reducing failure demand, and enhancing financial sustainability underpinned by a One Council approach to programme governance, leadership, culture, and capacity
- lead the direction and delivery of the Council's ambition to be insight driven, deploying a sector-leading approach to data skills, data governance, data engineering and data analysis
- lead the Council's communication and engagement agenda and associated services,





ensuring that effective communications enable the priorities of the local authority to be realised, the reputation of the organisation is further enhanced, and local people can meaningfully engage on key issues

- act as a senior adviser on central government policy and strategy, forging effective

relationships with government and national bodies to support the Council to realise its ambitions

- act as the key strategic adviser for elected Members and senior officers on key policy matters.

ADDITIONAL RESPONSIBILITIES:

- This role is classed as 'agile' which means that the post holder's primary base will be to work from home, as well as at Council offices and across the borough, as required.
- This is a politically restricted post.
- The postholder will be required to work outside of normal office hours, where required.
- The role requires a willingness to travel across the borough and nationally.
- This role requires participation in an on-call Emergency Response rota.
- This role requires the postholder to undertake other duties, commensurate with the grade, as may reasonably be required and in line with organisational development and change.

REQUIREMENTS the Assistant Chief Executive - Director of Transformation and Strategy will...

- have a relevant professional degree level qualification or equivalent
- be able to evidence continued professional, managerial and personal development
- have a successful track record of providing professional, robust and resilient leadership, within the service areas of this directorate, with high standards of conduct in a complex and diverse organisation ideally in the public sector
- have the ability to establish high performance culture and track record of success in building effective teams, leading a diverse group of professional colleagues
- be able to develop high quality collaborative internal and external relationships across diverse stakeholders
- have a track record of giving advice to and building relationships at a senior level with elected Members and/or Board Members
- have proven experience of financial management including budget formulation, financial planning, monitoring and control, within tight financial limits in a large multi-disciplinary organisation
- have current and in-depth knowledge of national, regional and local government issues, developments, best practice and wider public sector agendas





- role model ‘One Council Director’ collaborative working, working in partnership with Extended Management Board, Members, and partners (regionally and nationally) to achieve the best outcomes for the residents of Cheshire West and Chester
- be able to work successfully in a high pressure, political environment and manage competing priorities
- understand and promote equality, diversity and inclusion at every level and positively challenge inclusion measures within the workforce and in the delivery of services
- demonstrate the ability to communicate, negotiate and influence at a strategic and political level
- champion new initiatives in support of strategic goals, encourages others to change, and negotiate and implement change successfully
- demonstrate highly developed networking, advocacy, written, oral and presentation skills with the ability to persuade, influence and form sustainable partnerships, and fulfil an ambassadorial role for the Council
- champion new initiatives in support of strategic goals, encourage others to change, and negotiate and implement change successfully
- be committed to high quality, cost effective public services and local democracy which inspires colleagues and creates an environment of continuous improvement
- create a culture of innovation and creativity where colleagues feel able to question and challenge the status quo.

THRIVE

OUR VALUES - the role will model core values through...



TEAMWORK

Working flexibly, co-operatively, effectively, utilising resources, expertise and knowledge with others



HONESTY

Always acting in a caring, responsible and accountable manner which maintains the integrity of the council as a public



RESPECT

By valuing individual contributions and encouraging a culture of mutual respect



INNOVATION

Being innovative in everything we do; applying creative ideas to improve services and meet the council's outcomes



VALUE FOR MONEY

Financial impact and value for money are considered in everything we do for the benefit of the Council and our residents



EMPOWERMENT

Giving employees the responsibility to make decisions and striving to facilitate the contribution of others

