

Role Profile – Leadership Tier 1

Chief Executive



Competencies

<p>Managing, Leading and Developing Others</p>	<p>Manage executive leaders across a range of major functions</p> <p>Set the expectations for the continual professional development of the workforce to achieve service aims and ensure statutory and best practice outcomes are achieved</p> <p>Empower people managers by setting out clear vision and direction that supports decision making and accountability</p> <p>Visibly engage with, inspire and develop the workforce to deliver the best outcomes for customers regardless of organisational boundaries and support the collaboration and integration of services across the council</p> <p>Role model enthusiasm and commitment to delivering excellent services which have considered the diverse needs of customers</p> <p>Embed a culture of continuous improvement and effective problem solving across the organisation. Effectively engaging people managers and their teams through change programmes</p>
<p>Knowledge and Skills</p>	<p>Degree and Post graduate management qualification / MBA (or equivalent experience) supplemented with relevant continuous professional development</p> <p>Deep, specialist knowledge and skills across a range of service areas (including legal and regulatory requirements and the risks of non-compliance) gained through extensive experience in several complex and demanding roles, including broader commercial awareness</p> <p>Proven experience in working effectively as part of a senior leadership team</p> <p>Managed, shaped and controlled allocated funding to ensure a balanced budget, savings and delivers adequate ROI to residents (or similar)</p> <p>Thorough knowledge of effective change and stakeholder management principles gained through extensive experience</p> <p>Experience of leading within a complex political environment. Managing conflicting political priorities and steering a path to consensus</p> <p>Be an expert in effectively navigating complex political environments and able to establish positive relationships with Members and between councillors and officers</p>
<p>Creativity and Innovation</p>	<p>Take advantage of challenge, pressure and opportunity to transform the efficiency and effectiveness of the council and embed an adaptive and transformative culture in an environment that needs to make effective use of limited resources</p> <p>Able to see beyond the outputs of the council, encouraging deep collaboration and networking across industry to share learning, embrace experience and amplify expertise</p> <p>Work in partnership with external stakeholders and partners to support the delivery of best in class services and develop new commercial opportunities</p> <p>Encourage, recognise and celebrate creativity and innovation across the workforce</p>

	Shape the strategic direction of the council ensuring that it is best in class and aligned to future needs
Relationships	<p>Represent and promote the council, providing specialist advice and challenge to Members which demonstrates a high level of understanding across a range of services</p> <p>Achieve a high level of credibility in order to provide others with confidence in making well informed decisions</p> <p>Analyse complex information quickly, reaching and articulating decisions with clarity, to deliver solutions that command support</p> <p>Encourage collaborative working across the executive leadership to be able to communicate a direction which is consistent and understood by all</p>
Decision making	<p>Direct accountability for the delivery and performance of the council against current and future strategic objectives and service outcomes</p> <p>Make evidence based and outcomes focused decisions that will have a major impact on council policy and activity, using proactive risk management to ensure the quality of the service is maintained</p> <p>When faced with challenge or resistance, make decisions based on what's right, even if detrimental to self</p>
Work Demands	<p>Lead by example by effectively managing people, projects, budgets, activities and role modelling the council's values</p> <p>Manage conflicting priorities and ensure that realistic objectives are set for the workforce in order to achieve success</p>

Our Values



We treat everyone with respect

We value diversity of thought and inclusion of all views, positively engaging with each other and our partners, working in diverse communities, to deliver the outcomes we need.



We are passionate about our communities

Everything we do is intended to improve the lives, wellbeing and environment of Bournemouth, Christchurch and Poole. We are community champions and passionate local advocates.



We have integrity

We ensure that every decision is based on legal, ethical and moral principles and we always strive to do the right thing, even when no one is watching.



We embrace innovation

We make decisions and pursue continuous improvement through the use of technology, data and insights and we embrace opportunities to be creative and innovative.



We take pride in what we do

We take pride in aspiring to be the best in our business, working hard every day to deliver the highest quality services to our customers. This is not your average Local Authority, it feels different, bold and ambitious, and we are proud of that, setting high expectations.