

# Role Profile

Reference Number	EXC005
Role Title	Director V
Directorate	Multiple
Department	Multiple
Reports to	Chief Executive

## Role Purpose

Roles work as part of the Executive Team, reporting directly to the Chief Executive. They will personally and actively shape corporate strategy as part of a core senior team and will ensure that corporate aims and objectives are met. Role holders will be expected to think strategically overseeing a range of service areas and functions, looking forward across a typical horizon of five years.

Roles will be part of the Executive Team, reporting to the Chief Executive and leading a large Directorate across the Council, or important aspects of the Council.

## Accountabilities

- Engage the Executive Leadership Team and political Members to support the creation of a meaningful vision and strategy that translates into operational reality, championing horizontal and vertical collaboration across the Council
- Shape the direction of the Council to drive forward continuous improvement and ensure delivery of its priorities and value to residents.
- Lead and model continuous improvement in the Council through considerable change and transformation across services, while ensuring continuity in performance, financial constraints and statutory obligations.
- Lead the integrated delivery, improvement, management and performance of a diverse portfolio of council services, commissioning and directing activity within the council and externally as required.
- Align own area of the Council with corporate objectives while ensuring priorities and plans are met across a wide range of diverse services in the Directorate/Portfolio.
- Identify developments in the sector and beyond, creating innovative new approaches that illustrate an understanding of the 'system wide picture', anticipating future issues and positively challenging current thinking.
- Evaluate risk and service delivery trade-offs, and make changes to established plans in order to react to significant business challenges, opportunities or threats.
- Develop world-leading constructive relationships with a range of stakeholders including business, government agencies, community, local authorities and community planning partners at both a local, national and international level.
- Act as a Place Leader, creating an environment in which the Council can jointly design, commission, and deliver outcomes with partners, by unlocking barriers and monitoring the success of these partnerships.
- Promote and celebrate the diversity represented in BCP and ensure that this is central to service delivery in terms of policy development and implementation and also to the style and culture of the organisation as a provider and employer.

## Knowledge / Skills / Experience required

- Seasoned professional in area of expertise, with a breadth of understanding of all areas that the role covers.
- Degree and post graduate qualifications in relevant disciplines, and/or leadership and management qualifications.
- Holds appropriate membership to professional body.
- In-depth understanding of regulations/legislation and best practice within their area of specialism and the wider sector. Understanding of national and local government developments, policy, and emerging trends.
- Experience of leading a large directorate within a complex and diverse organisation, and leading constant change and transformation, establishing a mandate for change and inspiring the workforce to improve.
- Significant experience of leading diverse and multifaceted teams at a senior level, bringing activities together to achieve an aligned objective.
- Experience of working with key stakeholders including other public bodies and government.
- Excellent commercial acumen and financial management skills.
- Able to use deep personal understanding of the agendas or motivations of others in order to keep them positively engaged, building behind the scenes support for ideas and initiatives.
- Able to recognise and make use of alliances/relationships in order to gain support for the Council vision and its implementation.
- Excellent knowledge of the impact of underlying demographic, social or political drivers, and understands the formal and informal politics at the regional and national level and what this means for the Council.
- Have a portfolio career evidencing work across a range of sectors / services.
- Evidence of cultivating a high performance, cost effective culture, which delivers outstanding outcomes, through a variety of mechanisms, including structure, working methods, contracts, etc.

## Dimensions of role

- The role will be leading a Directorate for the Council, developing a vision and leading strategy.
- Significant financial oversight as part of the role.
- Planning will be over a multi-year horizon.

## Notes

Date:	01/02/2021
Working Conditions:	<ul style="list-style-type: none"> <li>• Working conditions do not have a material impact on the nature of the job, once all reasonable actions have been taken to moderate or eliminate them.</li> </ul>
Working Arrangements:	<ul style="list-style-type: none"> <li>• No specified working arrangements outside of a normal working pattern.</li> </ul>