

## Role Profile

<b>Role Title</b>	Executive Director I
<b>Reference Number</b>	RP111
<b>Cluster</b>	Executive Leadership

### Role Purpose

To deliver the Council's vision and corporate strategy, working in close partnership with the Chief Executive, Strategic Leadership Team and Elected Members to ensure value for money services which meet local needs and reflect the Council's purpose to Improve People's lives. They will actively shape and own corporate strategy 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 leading a directorate that delivers a wide range of services or important aspects of the Council.

### Accountabilities

- As part of the Strategic Leadership Team, shape the strategic direction of the Council to drive forward continuous improvement and ensure delivery of its priorities and value to residents.
- Ensure the directorate uses all available resources in the most efficient and effective way that represents excellent value for money, managing Directorate budgets and ensuring services are continuously improved to see if they can be delivered in a more cost effective and streamlined way.
- Work with the other directorates to remove barriers and enable staff to be creative and innovative, and work with stakeholders across departmental and organisational boundaries to co-design inclusive and joined-up services that are efficient, effective and meet the requirements of residents and communities.
- Provide strong, visible leadership and direction through compelling communication of the vision and values to inspire, motivate and develop Directorate leaders and Heads of Service, to create an empowering, collaborative, modern and continuous improvement culture that enables staff to perform at their best and therefore deliver innovative, customer focused and excellent services to residents as well as retain and attract the best talent for the Council.
- Lead and model continuous improvement in the Council through considerable change and transformation across services, while ensuring continuity in performance, delivering value for money and statutory obligations.
- 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.
- Develop strong, collaborative relationships with a range of stakeholders including business, government agencies, community, local authorities and community planning partners at both a local, regional and national level to deliver improvements and opportunities for B&NES residents and businesses.

- Act as a Place and community Leader, creating an environment in which the Council can jointly design, commission (if required), and deliver outcomes with partners, by unlocking barriers and monitoring the success of these partnerships.
- Support the Cabinet and Members in translating their political objectives and priorities into coherent and affordable initiatives to enable the delivery of services across Bath and North East Somerset, working within the appropriate governance structures.
- Champion all Health, Safety and Wellbeing issues, ensuring management responsibilities designated in the HSWB policy are fulfilled.





### **Knowledge / Skills / Experience required**

- Significantly experienced and accomplished professional, with a breadth of understanding and demonstrable experience in leading a portfolio of services.
- Degree and post graduate qualifications in relevant disciplines, and/or leadership and management qualifications.
- Holds appropriate membership to professional body (if required).
- 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.
- Experience of strategic political leadership including building relationships, influencing and working collaboratively with members and partners
- Ability to challenge members, partners and stakeholders critically and constructively, using influence and negotiation to build joint solutions and drive change.
- Ability to build relationships and 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.
- Ability to recognise and make use of alliances/relationships in order to gain support for the Council vision and its implementation.
- Excellent commercial acumen and financial management skills.
- 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.
- 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, typically managing a large annual budget of £100m - £500m.
- Planning will be over a multi-year horizon.
- **Values and Behaviour Framework**
- The Values are underpinned by a set of behaviours for all staff, managers, and leaders. These Values and Behaviours are used to support and inform our recruitment decisions, staff development and organisational behaviour.

	<p>We are bold in our approach, set aspirational goals for ourselves and create innovative solutions to tackle problems and adapt to changing circumstances. This value demonstrates that we are proactive, take action and deliver outcomes which improve people's lives.</p>
	<p>We empower our staff and the people of Bath and North East Somerset so that they have the confidence and ability to find solutions for themselves and others. This value demonstrates how we develop our staff so that they are knowledgeable, are trusted to make decisions, able to challenge us and have the authority to be enablers.</p>
	<p>We are supportive and work together to build trusting relationships. Our staff give help and encouragement to the people of Bath and North East Somerset and each other. This value describes how we are curious, collaborative and care for each other, our residents and the environment.</p>
	<p>We are transparent, honest and accountable. This value demonstrates that we act with integrity, are open to criticism, are honest about our mistakes and want to improve and do better so that we deliver on our promises.</p>

<p><b>Date</b></p>	<p>22/08/2023</p>
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