

Executive Director – Supporting Communities

Role profile and Person Specification

Introduction

You will have a strong track record in leading excellent services. You need to have a good understanding of how local authorities work and experience of influencing at a senior level across the wider political spectrum. Current or previous experience at Exec Director, Director or Deputy/Assistant Director level is essential.

You may be someone who aspires to be a chief executive or who is seeking to further your career and if so, this role will give you many opportunities to lead on other strategic priorities and raise your profile nationally.

We are looking for someone with effective leadership skills to champion a resident focused approach and get the best out of staff and partners.

Role profile: Common Accountabilities *(relevant for all Camden roles at this level)*

- Advise the Council and its Members as required on corporate performance and on the development of long-term strategies to achieve the Council's priorities.
- As part of the Camden Management Team contribute to the corporate management and leadership of the organisation including leading corporate wide initiatives.
- Ensuring a strong vision for the areas of responsibility which ensure innovative and forward thinking approaches to the delivery of outcomes whilst ensuring that strategies are well evidenced and evaluated.
- Embed a culture in which services are designed around and with residents and service users based on their needs. This will include a system of continuous learning, assessment and improvement ensuring maximum value of the Camden pound.
- Lead the Directorate and contribute to the leadership of the organisation, ensuring a high calibre, motivated and effective and empowered workforce. Ensure the embedding of a digitally focussed, agile way of working with staff embodying the Camden Way.
- As part of the Camden Management Team ensure that the work of the Council generally and the designated directorate specifically ensure that services and the work of the directorate is high quality and achieves its objectives, by effective performance and risk management. Contributes to the development of medium term financial strategies and lead their implementation in the designated directorate.
- Represent the Council promoting its image and reputation on a national and London wide stage, helping to influence national and regional policies and strategies.
- Lead by example in championing and furthering equality and diversity within the workplace and in the delivery of our services.

Role profile: Role Specific Accountabilities

- Provide strategic leadership so that the purpose of the directorate is achieved meaning that residents are able to live in healthy safe, resilient and cohesive communities.
- Lead the strategic and long term development of Camden as a place to live, work and do business, ensuring that residents and their long term needs are at the heart of the directorate's work.
- Ensure a vibrant local economy, with strong relationships with businesses that Camden residents can benefit from.
- Oversee the maintenance and development of our buildings and physical assets, managing the associated financial and other risks.
- Ensure the Council uses its assets innovatively to secure value and benefits.
- Ensure that the Council's landlord responsibilities are fulfilled.
- Be a champion for social cohesion.

Person specification: skills and experience

A successful candidate will demonstrate:

- Ability to demonstrate successful achievement in context of leadership at Chief Officer level in a large, diverse organisation, either within local government or a related field.
- Evidence of successfully managing the development and delivery of large-scale business plans.
- Experience of working effectively within a political environment providing balanced advice and guidance on strategic and operational issues.
- Evidence of managing sophisticated transformational change successfully in order to improve outcomes.
- Evidence of successful strategic and operational resource management including evidence of the resolution of conflicting priorities within tight financial constraints.
- Able to demonstrate success in forging partnerships with a wide range of internal and external bodies such as government, voluntary and community sector, other public sector bodies, businesses, inspectorates and other stakeholders.

Person specification: Attributes and capabilities

A successful candidate will demonstrate the following attributes and capabilities:

Leadership;

- Takes the lead and responsibility
- Delivers results
- Empowering / works through others
- Flexes style and approach
- Delegates / coaches when appropriate
- Provides systems leadership
- Takes corporate responsibility

- Resilience

Strategic thinking;

- Takes a long-term view
- Takes a 21st century and digital focus
- Ambitious and innovative – a reformer, willing to tackle the status quo with evidence and intelligence
- Visionary
- Works and develops vision and strategy across partnerships and organisational boundaries

Resident focused;

- Demonstrates empathy and understanding for the resident experience and needs
- Is outcomes focused
- Puts resident experience at the forefront of thought / decision-making
- Is concerned / focused on quality
- Improvement focused

Effective judgement and decision-making;

- Acts on facts
- Is prepared and able to take tough decisions
- Risk awareness and ability to manage / mitigate risk
- Can use evidence to inform business change / improvement

Sound political and organisation awareness;

- Understanding of political perspectives
- Ability to work with politicians
- National and local political awareness and knowledge
- Instils confidence

Effective personal style;

- Self-belief / self-confidence
- Is collaborative / team player
- Is comfortable with complexity
- Open and honest
- Responsive and flexible
- Good communicator - personable and effective

Person specification: the basics**A successful candidate will be able to demonstrate the following:****Education;**

- Educated to degree level or has equivalent work experience

Financial management;

- Strong financial management skills

Equality & Diversity;

- Ability to promote diversity and inclusion in the workplace and in the delivery of services

Health and Safety;

- Ability to promote health and safety at all times

Data / information management;

- Strong track record in information management, information sharing and data handling in accordance with Data Protection legislation and best practice