

Strategic Director Role Profile

Job Purpose

As a member of the of the Senior Leadership Team, accountable to the Chief Executive, you will actively provide corporate ownership, ambition and support to design and deliver leading edge strategies and services to ensure St Albans City and District Council is the best it can be and provides a great place for people to live, work and visit.

You will:

- be accountable for driving the performance of a portfolio of Council services; leading, coaching and inspiring all senior staff and wider employees, role modelling the values and behaviours of the organisation so others can see, hear and learn from you.
- work with a sense of shared collective responsibility with the Chief Executive, other Directors and elected councillors to ensure a clear vision is set and all services are aligned to deliver this.
- have a transformative effect on ways of operating; horizon scanning 1-3 years, reviewing emerging practices, seeking out the latest thinking and innovation across your service areas.
- provide strong leadership, direction and guidance to senior managers regarding the allocation of resources, risk management, change management and expected management behaviours within the services you lead.

Accountabilities

- Support the Chief Executive, Leader and Councillors in a climate of trust and mutual respect to determine and deliver the Council's vision and priorities, explore new opportunities, define, and deliver policies and plans, including working with partners to help shape the future direction of St Albans City and District.
- Be driven to deliver the best possible outcomes for the portfolio of Council areas you lead, focused on the delivery of the Council's vision and priorities, whilst constantly challenging others to ensure the customer and community are placed at the centre of everything the Council does and insight from stakeholder engagement (customers, residents, partners) is incorporated into all decision making.
- Foster and promote, through visible and effective leadership, an organisational culture where employees feel valued, empowered to challenge and have the autonomy to work in a flexible way, be creative and take managed risks.
- Create and develop high performing teams who learn, develop, influence and deliver corporate objectives, integrating and creating synergies wherever possible to deliver successful, coherent, and sustainable cost-effective services.
- Conduct your duties within professional and legal standards, upholding all Council and statutory responsibilities as set out in relevant legislation and the constitution.

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Qualities

- *Service Excellence* – Focused on delivering the very best for our customers. Inspires others to meet customers, challenge processes, uses digital solutions, measuring success and taking action to achieve and maintain excellence.
- *Visible Leadership* – Focused on wellbeing, understands individuals, the importance of development and what motivates them. Is personally resilient and able to coach and inspire people to be the best they can be.
- *Partnership Working*– Has a strong sense of purpose, acting with authenticity and integrity. Builds relationships and networks, consults widely, and encourages teams to work, learn, reflect and deliver.
- *Powerful Communicator* - Assertive and influential, with the confidence to challenge and persuade. Able to manage complex, contentious, and high-profile communications, displaying empathy for different perspectives and able to elicit buy-in from relevant stakeholders.
- *Achieving Ambitious Outcomes* – An energetic corporate leader, showing teams the strategic direction. Determined to deliver a better future, promotes and inspires creativity, is future orientated and takes ownership for decisions.
- *Thinks Differently* – Positive and solution focused, sharp thinking to look at information in a new way, navigates complexity and advocates new approaches. Is comfortable being uncomfortable.

Competencies and abilities

- *Leadership experience* – A leader at an Executive or Board level, leading a multi-skilled and/or multi-functional team in a complex and agile organisation with evidence of recent successful outcomes.
- *Transformation delivery* - An ability to manage complex programmes and projects, resources and budgets with an understanding of the different models of service delivery and agile working, driving digital opportunities to improve service outcomes to enhance our place and community.
- *Organisational awareness* – Understanding of the national financial landscape, public policy, challenges within the public sector and effectively balancing these with best practice related to corporate governance, strategic finance, service delivery, appropriate management of risk, performance management and target-setting.
- *Political acumen* - Proven track record of working within a complex political environment, being able to advise, guide, gain buy-in and support councillors.
- *Commercial thinking* - Extensive experience of commercial thinking to leverage maximum value from given resources, recognise and deliver commercial opportunities and exercise good business acumen.

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Qualifications:

- Educated to degree or equivalent level.
- Evidence of continuous professional development (CPD)
- Willing to undertake further management education and/or development as part of future CPD

Other features of the post:

- This position has been identified as a politically restricted post under the Local Government and Housing Act 1989.
- Working in a flexible way (location, hours and activities) to meet the needs of the role.
- Participating in Emergency Planning, weekend duty cover and response activities as required.