

One East Sussex - LGR Programme Director

Circa £100,000/a subject to negotiation

The Programme Lead for Local Government Reorganisation (LGR) will provide full time, effective programme management for the design and implementation of LGR in East Sussex.

Reporting to the Chief Executives, this role will ensure the transition to the new council is planned, coordinated and executed effectively rooted in strong partnership and collaboration and delivers improved services, stronger governance, financial sustainability and long-term outcomes for residents.

The postholder will lead the Programme Management Team, provide high-level assurance, shape proposals and work with senior politicians and officers across all councils involved.

Key responsibilities

Strategic leadership:

- Shape and articulate the overall objectives, priorities and delivery strategy for the LGR programme.
- Lead system-wide planning, ensuring alignment across councils and partners.
- Provide advice based on evidence and best practice to Chief Executives, Members and senior officers.

Programme governance and assurance:

- Develop and maintain programme governance frameworks, ensuring decision-making structures are efficient and transparent and in accordance with the locally agreed principles for working and collaboration and the Structural Changes Order.
- Oversee management of risks, issues, dependencies and programme resources.
- Ensure rigorous programme assurance, reporting and audit readiness.

Programme Management Team leadership:

- Lead and design the system-wide team, establishing structures, capability and resourcing.
- Ensure that implementation activities are coherent, prioritised, and aligned with agreed outcomes.
- Coordinate delivery across multiple complex workstreams.
- Maintain programme integrity, coherence and adherence to the agreed roadmap.

Stakeholder and political management:

- Build strong relationships with Members, senior stakeholders and government departments.
- Navigate political sensitivities, providing balanced, evidence-based advice.

- Ensure consistent communication, engagement and narrative across the programme.

Transition and implementation:

- Oversee implementation planning for safe and legal transition to the new council.
- Build organisational capacity, fostering a culture of collaboration and innovation.
- Ensure operational readiness, workforce planning, ICT/digital alignment and service continuity.
- Manage performance, outcomes and benefit realisation.

Person Specification**Experience:**

- Proven track record of leading successful large-scale and complex transformation within budget, ideally within the public sector.
- Demonstrable track record of strong partnership working and building/maintaining relationships
- Extensive senior leadership experience within public sector or multi-agency environments.
- Strong background in organisational redesign, PMO leadership and major programme delivery.

Skills & knowledge:

- Expert programme/portfolio management skills.
- Strong political awareness and influencing capability.
- Awareness of local government legislation, governance and service delivery.
- High-level financial, commercial and risk management expertise.

Personal qualities:

- Strategic, innovative and solutions-focused thinker.
- Collaborative, resilient and adaptable with strong credibility and integrity.
- Commitment to public service values, equality and inclusion.
- Ability to travel across East Sussex.