



Post Title: Strategic Director of Finance Strategy
Grade: S-DIR

Job Purpose

To develop strategy and vision within the service, placing 'Citizens at the Heart' of all we do. To actively and effectively promote the Council's vision, values, aims, objectives and priorities to partners, national and local stakeholders, employees and Nottingham's citizens.

A key success measure in this role will be to provide service leadership and translate this into clear goals and objectives to deliver outcomes that make a positive difference to people's lives, supporting the practical alignment of policy decisions of executive councillors and ensuring there is clear alignment in all plans. To work collaboratively under the direction of the Corporate Director of Finance and Resources with the Director for Finance Operations, the Corporate Leadership Team, Councillors, Colleagues and Partners to support the creation of the right conditions for high performing services, and support our corporate ambitions for Nottingham to be a world-class city.

To be accountable for delivering on our promises and to take a lead role in robust decision making through the promotion of good governance and effective options appraisals that balance financial risk and organisational ambitions and promises.

Service Leadership Expectations

Leading People

1. Translate a clear vision and purpose by inspiring and motivating others and ensure citizens are at the heart of everything we do.
2. Role model visible leadership through living and breathing our values and balancing performance, resilience and wellbeing.
3. Develop workforce plans to ensure services have robust plans for the future capability and capacity needs.
4. Empower others to make appropriate decisions.
5. Builds and supports high performing teams and services through effective support, challenge and feedback.

Change and Innovation

1. Lead and drive change in a political and challenging public finances context.
2. Explore innovative approaches to deliver services, managing risks and actively being curious of market analysis and benchmarking.
3. Use robust project management principles to organise people and finances, delivering positive outcomes that are on time and within budget.



4. Design and deliver resilient services, responding at pace to re-prioritise objectives in line with the organisation's changing needs.
5. Lead change across services and drive a culture of continuous improvement by encouraging colleagues to share ideas.

Collaboration

1. Work collaboratively across the Council to achieve the best outcomes for the citizens of Nottingham.
2. Lead a culture of collaboration by working across boundaries to break down silos to deliver benefits to the citizens of Nottingham.
3. Proactively harness, develop and seek-out effective relationships to foster the collaborative culture, creating efficiencies and joined-up services to achieve the best outcomes for Nottingham's people.
4. Takes account of the council's priorities when negotiating and aligning resources to deliver services.

Equality, Diversity and Inclusion

1. Actively promote equality, diversity and inclusion through all actions, and positively challenge inclusion measures within the workforce and in the delivery of services.
2. Design and deliver fully inclusive services, demonstrating awareness of the diverse needs of our citizens.
3. Show commitment to attract, recruit and retain an inclusive workforce that represents our citizens and city.
4. Develop and support to release the full potential of all colleagues ensuring fairness, diversity and inclusion in all service leadership practices.
5. Recognise and respect a culture of inclusivity within the organisation where voices are respected, valued and heard.

Specific Duties

1. To provide strategic and service leadership within the Finance Division. Specifically ensuring high levels of performance within and across Finance services to enable and support forward thinking and innovative frontline service delivery across the Council and with partners.
2. To act as a nominated Deputy Section 151 Officer incorporating the relevant statutory duties of the Local Government and Housing Act 1989, as required.
3. To lead on maintaining a robust financial strategy, proper accounting records and effective financial management practices across the Council. Responsibilities will include:



- To develop the Council's long term financial strategy that contributes to the Council's vision, policy and direction, and the role that Finance can play. This will include leading, developing and implementing the Council's Medium Term Financial Strategy to enable financial sustainability for the Council.
 - Ensure that strong working financial business partner relationships are developed by giving robust professional advice, speaking truth to power, and communicating policy and direction. This will include transforming and modernising the Council's current approach to financial management including the development of longer-term sustainable financial plans and strategic planning to provide the greatest value and return.
 - To work with senior colleagues to produce a coherent capital strategy and strategic asset management plan that delivers the Councils objectives, ensuring that support and advice is available to all parties involved in major programmes, capital projects and developments of policy.
 - To ensure the Council's companies and key partners are supported with an appropriate or relevant level of scrutiny and challenge for their financial stewardship and effective use of resources with a view to ensuring the citizens of Nottingham are receiving the best value for money from our companies and key partners.
 - To provide strategic advice and critical challenge to Councillors and Corporate Leadership Team, identifying opportunities and practical options for improvement, enabling the delivery of a stronger, more efficient, effective, and streamlined Council that will deliver high performing services to the residents, businesses and customers of Nottingham and ensure the Council makes sound financial decisions that safeguard public money and maintains financial stability
 - To ensure effective financial planning and leadership, incorporating collection fund projections and assessment of the adequacy of the Council's levels of reserves across all services across the division to support the development and delivery of the Council's medium-term financial plan and ensure effective arrangements for procurement and commissioning.
 - To lead robust decision making through the promotion of good governance and effective options appraisals that balance financial risk and organisational ambitions and promises.
4. To be a key member of the Finance and Resources Leadership Team, establishing effective relationships throughout the Council, with (e.g. Councillors, Council owned companies) to achieve strategic and service leadership and impact through matrix management as well as direct delivery.
5. To lead innovation in the delivery of services, managing resources in the most effective way and ensuring service delivery is aligned to Strategic Plans, with clear objectives that are managed through relevant performance arrangements with appropriate governance.
6. To ensure the council's equality, diversity and inclusion strategy and associated action plans are embedded within service delivery.



7. Actively promote and ensure good financial management and assist in maintaining financial sustainability within the Council by practising and embedding the Council Financial Accountabilities framework and Financial Regulations.

This is a politically restricted post under the provision of Section 2(1) (c) of the Local Government Housing Act 1989

All senior leaders are expected to:

- Undertake any other duties allocated by the Chief Executive
- Work outside of normal office hours where required
- Participate on an on-call Emergency Response rota if required
- Travel within and outside the city's boundaries when required.

DRAFT



Person Specification: XXX

AREA OF RESPONSIBILITY	REQUIREMENT	MEASUREMENT			
		P	A	AC	D
Vision, Strategy and Delivery	Experience as a service leader in a complex organisation with similar responsibilities, budget and resources.				
	Evidence of a successful track-record of creating a vision for service delivery, translating clear objectives to deliver outcomes that make a positive difference.				
	Evidence of successful involvement in building the reputation of services and inspiring people to deliver continuous improvement.				
	Evidence of driving accountability, balance risk and respect good governance and ensuring understanding at all levels.				
	Evidence of financial and commercial awareness with strong analytical skills and a creative approach to problem solving.				
	Demonstrate an understanding of the current issues and challenges facing local government in general and Nottingham City Council in particular.				
Leading People	Evidence of successfully leading and motivating people and cultivating a culture that creates high performing people and services.				
	Evidence of empowering others to take decisions and follow through confident actions, through strong and visible leadership.				
	Evidence of successful strategies in managing your own personal resilience and wellbeing at a leadership level and role modelling this practice.				
	Evidence of planning for the future delivery of services, including the effective workforce planning for capacity and capability challenges.				
Change and Innovation	Evidence of leading change programmes, bringing others on the journey with you.				
	Evidence of innovative service delivery models that continue to provide high quality services within a smaller financial scope.				



	Evidence of leading services or teams and experience of having to re-focus service priorities at pace following changes outside of the organisation's control.				
	Experience of developing cultures of continuous improvement where people feel included and involved.				
Collaboration	Evidence of working successfully in partnership across different sectors and fostering / harnessing partnerships.				
	Evidence of actively working to develop a culture of collaboration.				
	Understanding of how to operate effectively and openly within the democratic process with the political acumen and ability/skills to develop productive working relationships with Councillors and to speak truth to power.				
Equality, Diversity and Inclusion	A deep understanding of equality, diversity and inclusion at every level and demonstrative experience in tried and tested methods to deliver inclusive services.				
	Demonstrating a thorough understanding of equality, diversity and inclusion challenges posed by providing quality public services in our multi-cultural city.				
	Demonstrating personal commitment to the equality, diversity and inclusion challenges faced by our workforce and Nottingham's people.				
	Evidence of developing people and services/teams recognise, respect and value individual needs to achieve a culture of inclusivity.				
Role related requirements					
Qualification requirement					
P- Pre-Application	A - Application	AC – Assessment Centre	D - Documentary Evidence		