

ROLE PROFILE

Job Title:	Director of Strategy, Reform, and Insight	Job Code:	TBA
Directorate:	Strategy and Inclusive Growth	Version:	0.1
Reports to:	Executive Director, Strategy & Inclusive Growth	Date Created:	March 2025
No. of direct reports:	3	Grade:	Competitive
No. of employees:	13	Budget:	Staffing - £1m Programme £0.5m

JOB PURPOSE

At the East Midlands Combined County Authority (EMCCA) we are unlocking billions of pounds of investment for our region through our devolution deal with government. Our newly elected Mayor will be a powerful voice on the national stage for the people of Derbyshire and Nottinghamshire, overseeing devolved powers around transport, housing, skills and adult education, economic development, and net zero.

The East Midlands has a rich history and a diverse present on which to build a renaissance. Ambition and culture put us at the heart of the first industrial revolution – and it will put us at the centre of the next. We will make our region more prosperous, sustainable, and fairer, helping our people and businesses to create and seize opportunities.

The Director will lead the strategic development of EMCCA's regional policy, devolution strategy, and public service reform. This critical leadership role will ensure that the region's ambitions are underpinned by strategies that promote inclusion, health system integration, and community engagement. The postholder will also lead on embedding public health priorities, tackling inequalities, and driving integrated approaches across blue light and other key services.

You will work at the heart of a collaborative, ambitious organisation, shaping the region's future by ensuring that policy and reform initiatives deliver for all communities. The Director will act as a trusted advisor to the senior leadership team and Mayor, providing the strategic insight and leadership needed to ensure that devolution delivers meaningful, lasting change across Derbyshire and Nottinghamshire.

The role oversees the following areas:

- Regional strategy development and delivery
- Devolution strategy, deeper devolution, and integration
- Public service reform

- Public health and health system integration
- Inclusion and inequalities
- Communities' engagement
- Public safety

The postholder will work closely with other directors in the EMCCA to achieve the desired outcomes and form part of a system of leaders in their area that will collaborate with partners to align objectives and resources to achieve common goals for our communities.

You will have oversight and SRO responsibility for agreed projects on behalf of the SLT, supporting the Board's vision and strategy for strategy, policy, and insight. The postholder will develop and lead a high-performing team with overall responsibilities for policy areas, services and projects in their portfolio that achieve the desired performance and outcomes. You will oversee in your areas the strategic planning, development of strategic advice, and manage the processes, budget, people, and other resources within your portfolio.

The postholder will report to the Executive Director of Strategy & Inclusive Growth whilst also working closely with the Chief Executive, wider SLT, the EMCCA Board and relevant committees in relation to their key areas of responsibility.

OUR VALUES

We have proactively become a values-based organisation from the outset. In conjunction with our operational ethos emphasizing the importance of people, processes, and outcomes, we embrace continual improvement, and are guided by four core values supported by a behaviour framework:

We Lift Our Region | We Work Together | We Make an Impact | We Are Human

These values shape our culture, influence expected conduct, how we work and interact with each other and our stakeholders, fostering positivity, and supporting the achievement of our goals and progress together.

ORGANISATIONAL LANDSCAPE

Our Mission

We will be driven by our mission to ensure long-term systemic impact. Created by and for the benefit of our people, businesses, and places in the East Midlands area.

Our Vision

We will make our region more prosperous, sustainable, and fairer, helping our people and businesses to create and seize opportunities. We are built on a foundation of systems leadership and partnership working.

MAIN DUTIES AND RESPONSIBILITIES

Strategic Leadership

- Lead the development and implementation of the regional strategy development and delivery ensuring alignment with national, regional, and local priorities.

- Provide strategic direction to drive devolution strategy, deeper devolution and integration and public service reform.
- Lead the development of strategies that promote inclusion, health system integration, and community engagement.
- Lead on embedding public health priorities, tackling inequalities, and driving integrated approaches across blue light and other key services.

Policy Development and Implementation

- Provide strategic direction to shape policy development process and best practice.
- Drive the development of translating high level organisational goals into actionable plans, ensuring alignment between strategy and execution.
- Track and evaluate the effectiveness of strategies and policies, making adjustment as needed, identify problems, develop solutions, and make sound decisions.
- Clearly communicate strategic direction and policy changes.

Insight Generation

- Lead the development of strategies to identify, analyse and interpret data trend to gain actionable insights, to shape policy to drive EMCCA and the regions success.
- Lead on the effectiveness of strategies and policies, clearly communicate strategic direction and key insights to the Chief Executive, wider SLT, the EMCCA Board and relevant committees.
- Lead on analysis of market dynamics, identify opportunities and develop effective strategies.

Senior Organisational Leadership

- Provide trusted strategic advice to the Mayor, EMCCA Board, Chief Executive, and Senior Leadership Team, ensuring informed and joined-up decision-making to drive delivery.
- Establish, shape, and lead the newly formed directorate, fostering a high-performing, accountable, and visible leadership culture.
- Play an active role in EMCCA's corporate leadership team, championing collaboration, a commitment to our organisational values, and a unified organisational culture.

Programme and Operational Delivery

- Drive the successful delivery of objectives set out in EMCCA's corporate strategies and delivery plans, ensuring alignment with strategic priorities and organisational values.
- Ensure rigorous financial and operational management, maintaining oversight of budgets, resources, and governance responsibilities.
- Provide strong leadership and oversight for governance structures, including the Business and Innovation Advisory Boards, ensuring transparency and accountability.

Partnering and Communications

- Act as a visible and influential ambassador for EMCCA, proactively engaging with stakeholders across government, business, and **the wider public and not for profit sectors in the region.**
- Lead and strengthen engagement, driving collaboration through the relevant Committees and its Chair.
- Build and maintain strategic partnerships with representation groups, sector forums, and other Mayoral Combined Authorities to amplify EMCCA's impact.

This is not a complete statement of all duties and responsibilities of this post. The postholder may be required to carry out other duties as directed, and which are commensurate with the level of the post. This document will also be supplemented by annual key objectives which will be set through the performance review process.

THE PERSON

Experience & Skills:	• A proven track record of delivering functions relating to strategy, policy and insight and related at a similar scale. • Evidence of leading in complex and high-profile systems to deliver improved outcomes. • Evidence of being able to set up and run programmes of work at speed in challenging or complex stakeholder environments. • Evidence of building strong, collaborative, and enduring cross-sector partnerships. • Evidence of developing and implementing evidence-based economic strategies and policies. • Ability to manage multiple complex projects within statutory, constitutional and value for money requirements. • Evidence of sound financial management skills and commercial awareness with the ability to interpret and understand complex financial and budgetary information. • Experience of working in a combined authority or similar organisation. • Experience in developing and delivering business cases for programme funding and investment.	E E E E E E E E D
	Leadership • A proven track record of senior leadership in a combined authority or an organisation of similar scale and/or complexity including outside of the public sector. • Evidence of the ability to provide clear strong and motivational leadership to create a high-performance culture, developing and nurturing talent. • Experience of reforming systems across a complicated landscape in the public, private and third sectors. • Evidence of confident, effective engagement with partners and external stakeholders. • Ability to manage change effectively within a political and sensitive environment.	E E E E E
Qualifications, Training, CPD:	• Relevant degree or equivalent relevant experience. • Member of a relevant professional body or demonstration of up-to-date knowledge and continual professional development. • Evidence of career progression taking on roles of increasing complexity and importance within an organisation of comparable scope, size, and complexity.	E E E

Knowledge	• Political awareness with an ability to achieve results in a political environment where there are competing agendas. • Strategic and modern understanding of managing a corporate brand and its communication within established systems and structures. • Recognition of the need for and importance of personal professional development. • Flexibility with ability to contribute to the wider priorities of the team strategically and practically, as well as deliver personal workload. • Demonstrable understanding of the work of combined authorities.	E E E E D
Political Restriction	This post is politically restricted under the Local Government and Housing Act 1989, as amended by the Local Democracy, Economic Development and Construction Act 2009 and the post holder may not have any active political role either in or outside of work.	