

Success profile



Role Title	Strategic Director – Community Wellbeing		
Directorate	Community Wellbeing	Service	All
Grade	Strategic Director	Reports to	Chief Executive
JE Code		Pension Scheme	Local Government Pension Scheme
DBS Required	No	Politically Restricted	Specified
Approving Manager	Chief Executive	Date	May 2025

Information about the role

Role Purpose	- To be part of a Council Directors Team (CDT) of six, which comprises the Chief Executive, the Chief Operating Officer and four Strategic Directors to deliver the Council's business plan. - To support the Chief Executive and Members in developing and delivering the Council's strategic agenda and influencing policy and practice. - To have a particular focus and responsibility for public health, community services and regulatory service to embed a preventative and early intervention approach across the work of the local authority and the Cornwall and Isles of Scilly Leadership Board. - To support the Council to have a strong understanding of the specific needs of Cornwall's distinct communities and to reshape services in line with local needs. - To work with local communities, town and parish councils, the voluntary, community and social enterprise sector and community safety partners to inspire the development of innovative solutions that ensure successful places and resident satisfaction, whilst at the same time maintaining the confidence of councillors and government. - To be the Councils' lead chief officer for Community Safety ensuring that through effective partnership working, that Cornwall continues for all to be a safe place to live, work and visit.
Financial accountability	- Accountable for a revenue directorate budget of c.£150m which includes reporting on the use of the public health ring fenced grant for Cornwall and the Isles of Scilly of £29.9m - Accountable for a capital directorate budget of c.£70m
Leadership capabilities	Strategic Director

Systems leader and navigator	• To be a visible system leader for community safety partnership arrangements ensuring that strategies and delivery plans are based on clear intelligence and insight and effectively engage statutory and community-based partners to ensure Cornwall's communities are safe and that harm is reduced. • To be a visible system leader in health and wellbeing partnership arrangements ensuring that strategies and delivery plans are based on clear intelligence and insight through the JSNA. • To be a visible system leader for emergency preparedness and management and recovery, ensuring that the council is an effective partner in the Local Resilience Forum and discharges its civil contingency responsibilities effectively with local communities. • To be a visible system leader in building effective delivery partnerships between the local authority and town and parish council to promote subsidiarity, community participation and well-being and the sustainability of community services. • Responsible for overseeing the delivery of outcome delivery plans across the directorate that consider new opportunities for working with communities and partners. • Responsible for providing strategic check and challenge where services are identified as either not commissioned or delivered in an outcome-focused way that are responsive to the needs of the communities of Cornwall.
Political leadership and financial control	• Responsible for ensuring the directorate delivers the political ambitions and desired outcomes set by cabinet and relevant portfolio holders. • Responsible for ensuring appropriate financial controls and value for money delivery within the Directorate and for ensuring effective and timely financial and performance reporting is in place. • Responsible for ensuring that all grant monies received by the Government for the delivery of community wellbeing responsibilities are spent in line with grant conditions. • Responsible for providing directorate contributions to the business plan for Cornwall and embedding a commercial mindset in directorate practices.
Co-production and community experience	• Responsible for ensuring that directorate outcomes and how they're delivered are truly co-produced and owned by the people of Cornwall. • Responsible for ensuring that the directorate drives to continually improve satisfaction and outstanding experience for the people and communities of Cornwall.
Developing the future workforce	• Responsible for ensuring that the directorate has the right workforce strategy in place to ensure the right people in the right place, with the right skills to deliver services for the people of Cornwall. • Responsible for identifying and supporting the development of talent within the directorate. • Responsible for building and ensuring the right leadership capacity to deliver the directorate's responsibilities now and into the future. • Responsible for ensuring that the authority has the right public health leadership capabilities to support effective cross council and partnership working within Directorate Leadership Teams (DLTs) and in strategic partnerships.
Leading change, learning and innovation	• Responsible for influencing change and ensuring a culture of innovation, continuous improvement and evaluation is embedded across the directorate. • Responsible for setting the ambition for the directorate and driving business transformation programmes to ensure delivery of the council business and financial plan and wider council transformation strategies. • Responsible for delivering two-way accountability through effective employee

	engagement practices across the Directorate.
Place-based leadership	• Responsible for acting as a strategic convenor, building relationships with key leaders of organisations working to support the people of Cornwall and deliver the 2050 Cornwall Plan. • Responsible for setting the directorate vision for how services work in new ways in localities and communities.
Inclusion and diversity	• Responsible for ensuring that unlawful discrimination, harassment and victimisation is challenged and action taken to ensure that Cornwall and the local authority is actively promoting inclusion and equity across Cornwall's diverse communities. • Responsible for setting the vision for an inclusive working environment within the directorate where everyone is able to be themselves in-line with the Council's values and behavioral framework.
Performance, quality and standards	• Responsible as a Chief Officer of the Council for the council's overall performance and delivery of the council's business and financial plan. • Responsible for directorate performance and addressing service underperformance through the building of a strong performance and assurance culture. • Responsible for ensuring that the directorate provides effective public health services and public health leadership for the Council of the Isles of Scilly in line with the inter-authority agreement. • Responsible for ensuring directorate compliance to regulatory and statutory guidance. • Responsible for ensuring that directorate teams follow council policies and standards in relation to safeguarding and those at risk. • Responsible for ensuring directorate compliance to health and safety standards. • Responsible for considering and implementing in line with council policy, directorate opportunities to reduce the carbon footprint of staff and suppliers.
Role-specific accountabilities	• To provide strategic leadership and direction across the range of services managed within the Community Wellbeing Directorate which includes the following services: - Communities (Bereavement Services, Coroners, Leisure, Libraries and Culture, Localism, Community Safety, Resettlement, Emergency Management and Housing Options) - Public Health and Health Protection including providing public health services for the Council of the Isles of Scilly - Regulatory Services - Public Protection (which includes Environmental Health and Protection, Trading Standards, Licensing); Waste and Community Protection; Building Control, Private Sector Housing and Licensing and services to the Gypsy, Roma, Traveller community. • To set the strategic framework for the directorate and to provide effective line management to the Service Director – Communities; Service Director – Public Health (DPH) and the Service Director for Regulatory Services • To lead on the double devolution of services to local councils, in line with council strategy, ensuring that core public services are sustainable, whilst promoting localised delivery solutions. • To be the council's lead officer for developing place-based commissioning and delivery arrangements through Community Area Partnerships which focus on improving outcomes for particular communities driven by the JSNA, the Local Plan and Safer Cornwall partnership priorities. • To be the Senior Responsible Officer for the Community Wellbeing Overview and Scrutiny Committee. • To be the Humanitarian Assistance Lead Officer (HALO) for Cornwall Council and

	bring together partners including Health, the Police and voluntary and faith sectors to oversee the Humanitarian Assistance Effort.
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