



Job Title:	Chief Executive
Document Date:	09/05/2024
Grade:	Chief Executive
Job Field	Corporate Leadership
Job Code:	24031

Job Purpose

At Essex County Council (ECC), we look after a large and diverse geographical region of the country. Essex covers over 1,420 square miles and has over 1.8 million residents in a range of coastal, rural and urban communities, and as one of the largest local authorities in the UK, ECC's organisational strategy, 'Everyone's Essex' sets out bold ambitions to maximise opportunities and improve outcomes for residents, businesses and visitors to the county.

Performing the most key role in Essex County Council, an organisation at the forefront of change in local government, the Chief Executive will work closely with the Leader of the Council, Cabinet Members, Partners and leaders to ensure that ECC can efficiently and effectively meet its key objectives.

Leadership of the Corporate Leadership Team will be central to the role in order to ensure that ECC remains ahead of the curve and on track to achieve long term goals. The Chief Executive will be an innovator and a driving force in the transformation of the public sector, at the forefront of change in local government, bringing together partner organisations and their resources to develop a transformed service provision, maximising efficiency and improving the resident experience.

The postholder must therefore possess significant business acumen, be a highly credible leader of people and an extremely effective communicator.

Organisational Accountabilities

This role leads the Corporate Leadership Team (CLT) and is accountable for the overall success of the organisation and for demonstrating visible and collegiate leadership across the council to develop an organisation that will embrace and deliver change.

- Provide authentic, systems leadership and direction to the organisation by creating a vision and strategy through acting as a role model for our leadership behaviours and organisational culture.
 - To provide the primary interface between Members and senior management of ECC and be accountable for the development and delivery of strategies, plans and policies designed to achieve agreed outcomes and service standards, in line with agreed Commissioning strategies and statutory obligations,
 - To act as the head of the Council's paid service, being responsible for the overall management of the County Council including the provision of the highest quality advice to the Cabinet, Committees and all members in their various roles.
 - Ensure the development of the workforce and ensure that the expertise, skills and potential of staff is realised within a supportive learning environment.
 - Work collaboratively with senior politicians and leaders across the Council to, ensure strong financial and risk management, provide assurance and identify sound commercial, digital and innovative outcomes to meet our ambitions, maximise income and support the delivery of best possible outcomes for service users and residents.
 - Accountable for effective deployment of agreed finance, people and other resources ensuring the Council's efficiencies are realised in a way that provides for long-term planning, as well as the Council's commitment to value for money and in line with statutory and financial obligations.
 - To represent the County Council at a regional, national, and European level, driving partnership working to ensure the development of joint agendas, to support the Council's aims to meet the most complex social and economic challenges, ensuring equality and diversity is considered as part of all decisions undertaken.
 - To drive and develop the wider networks and partnerships that the Council needs across Whitehall, and with regulators, funders and think tanks to maximise the influence of ECC and ensure that the Council's ambitions for economic growth and prosperity are fulfilled.
 - To develop the County Council's communication strategy, ensuring that impacts are effectively communicated, the public are consulted on major policy issues and that the reputation of the organisation remains strong.
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- Through representation, influence and negotiation interact with and drive the development of partners at all levels within the public, private, community and voluntary sectors to ensure that strong, collaborative partnership working delivers the best agreed outcomes for people and businesses in Essex.
 - To develop and drive strategies to promote resilient, independent communities, underpinned by active volunteering and engagement, robust prevention and early intervention programmes.
 - To ensure services for vulnerable children and adults are good, meeting the requirements of regulators, and underpinned by the most innovative prevention and early intervention practice.
 - Behave in line with expected standards including ECC values, confidentiality, information management, corporate governance, health and safety, safeguarding responsibilities and respect for others.
 - Delegated functions as detailed in the council's constitution (or as amended from time to time) or commensurate with the role
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Dimensions

Budgetary management responsibility (direct or indirect impact): Council Revenue Budget £3.2 billion

People management responsibility: Direct line management of the Corporate Leadership team with indirect responsibility for circa 8,800 employees

Skills, Knowledge and Experience

Proven leadership skills and behaviours which have the ability to positively drive culture, focus on results, and forge a strong team from diverse backgrounds across organisational boundaries.

Authoritative and credible with the ability to influence both strategically and corporately in a complex organisation and with the most senior stakeholders and partners, across local and national government, the private sector and with communities.

Exceptional influencing, persuasion, and negotiation skills with the ability to relate to and communicate with people at all levels within the County Council and externally, including the media, partners, government and other outside agencies.

The ability to develop, agree, review and deliver top level strategy, vision and direction, within a political environment, with evidence of effectively advising and guiding Members and Leaders to set and achieve challenging objectives and targets.

Experience of determining and maintaining the pace of change alongside continual improvement of diverse services across a large complex organisation in the Public, Private or Government sectors.

A deep and authoritative understanding, gained through substantial experience, in delivering value for money services in a complex and diverse organisation.

Strong commercial acumen with proven experience of delivering programmes at scale, working with supply chains and partners, with evidence of a clear understanding of the financial responsibilities associated with major programmes.

Experience of creating and proactively leading change initiatives in a complex environment.

Leadership Behaviours/Professional Competence

Please click the link below to access:-

[Leadership behaviours](#)
