

Role Profile

Leadership – BCP Band P

Competencies

Managing, Leading and Developing Others	Manage large numbers of employees, typically in 4-6 teams, with a range of professional areas of work.
	Manage and develop others to achieve strategic aims and best possible organisational performance through the creativity and innovation of its people
	Understand the importance of diverse talent during recruitment and development practices
	Communicate team contributions and successes to stakeholders and share feedback
	Create an enthusiastic and focused environment where teams are empowered to put customer diversity first and deliver excellent services
	Understand and address performance issues promptly providing continuous feedback
	Enables each team member to use their full range of skills, and develop whole teams to support and understand each others work
	Encourage peer development and growth through dedicated group learning
Knowledge and Skills	Relevant degree (or equivalent experience)
	Advanced relevant professional qualification (or equivalent experience) with clearly evidenced continuous professional development and understanding of industry best practice and broader commercial awareness
	Deep, specialised knowledge and skills across a range of sectors/service areas (including legal and regulatory requirements and the risks of non compliance) gained through extensive experience in several complex and demanding roles, including broader commercial awareness
	Manage budgets, resources and funding within the context of Local Government and the future plans of the council
	Thorough knowledge of project management gained through extensive experience
	Thorough knowledge of effective change and stakeholder management principles gained through extensive experience
Creativity and Innovation	Lead on the strategic direction of the service by developing and implementing strategic business plans according to the priorities, values and future plans of the council
	Anticipate opportunities and create freedom to innovate, in relation to business as usual and new commercial opportunities
	Develop effective and lasting solutions to problems which align with the council values and where there are a range of options and the information is unclear or conflicting
Relationships	Represent and promote the service, providing specialist input and handling complex questions or contentious objections

	Build and present a case, influencing and engaging with stakeholders who may have differing opinions
	Seek and develop partnerships at a high level and externally, to achieve collective objectives and help to overcome any barriers to joint working
	Open and transparent approach to leadership, using any negative feedback as an opportunity to improve
	Lead on the resolution of contentious, complex or escalated issues in a highly persuasive, supportive and sensitive way
	May enter into negotiations and act on behalf of the Council
	Regularly review partnership arrangements to ensure overall customer journey is prioritised over short term or individual team benefits
Decision making	Accountable for the delivery and performance of a service and any major impacts or consequences on the wider service
	Initiate, lead and oversee a large number of projects to ensure each project has clear purpose, scope, outcomes and communication, and is managed and delivered to time and budget
	Manage and use allocated budget and resource effectively and flexibly to ensure delivery of service objectives within budget and suggest any opportunities to generate income
	Make evidence based and outcome focussed decisions that will have a major impact on council policy and activity, using proactive risk management to ensure the quality of the service is maintained
	When faced with challenge or resistance, make decisions based on what's right, even if detrimental to self or own service
Work Demands	Lead, plan and organise the activities of others, considering both short and long term implications and while adapting to changing circumstances and conflicting priorities or deadlines to ensure service unit strategic direction is supported
	Set clear and realistic objectives ensuring they fit with the corporate purpose; monitor progress against objectives and provide feedback
	Share work, liabilities and benefits equally