

Post No. :	This will be complete by HR if the post is brand new.
Post Title:	Director of Strategy and Delivery
Directorate:	Chief Executives
Division:	Chief Executives Management and Support
Section:	Corporate Management Team
Reports To:	Post Number 1 – Chief Executive
Location:	Bickerstaffe House
DBS Status:	None Please click on the attached link and complete the DBS eligibility tool to determine whether the post requires a DBS Clearance: https://www.gov.uk/find-out-dbs-check
Grade:	To be completed by HR after JE process

Role Purpose

To support the Council, wholly-owned Companies, Cabinet and the Chief Executive in the development and achievement of the Councils vision and priority outcomes.

The post holder will provide strategic leadership, vision and direction to create and sustain consistent culture and behaviours conducive with a high performing Council and value for money services.

The post holder will lead collectively and collaboratively within and outside the Council to drive change, which supports the Council to adapt innovatively, proactively and confidently the dynamic resource and policy agenda.

The role will have very high-level accountability spanning organisational and system leadership, policy and place shaping, developing and sustaining effective partnerships, together with performance and stakeholder management and freedom to act in support of the Chief Executive.

Main Duties and Responsibilities

1. Provide Strategic Leadership and work with the Chief Executive, Corporate Leadership team, Elected Members and senior colleagues to ensure the delivery of the Council Vision and priorities.
2. Work closely with all elected Members and support them in undertaking their Strategic Leadership and Community Leadership roles effectively by providing expert strategic advice.
3. Lead the Council's interface with its Wholly Owned Companies, ensuring alignment of objectives and activities with Council policy.
4. Support the Chief Executive in his role as strategic lead for public sector reform and accountable care.
5. Be responsible for the performance and achievements of the Delivery Unit including policy development, research and communications teams including the development and delivery of the Council Plan.

6. Be responsible for the delivery of the Housing Strategy for Blackpool and the Fylde Coast working with neighbouring local authorities, government departments, funding agencies and the private sector to implement these strategies.
7. Develop and embed performance management systems and a performance culture, which delivers results in terms of better outcomes for local people.
8. Assist the Chief Executive and 151 Officer in ensuring effective alignment of resource against Council priorities within budget.
9. Contribute to the development of effective partnerships locally, regionally and nationally to ensure the delivery of Council priorities and to represent the Chief Executive as required across these partnerships; e.g. Lancashire Enterprise Partnership, shadow Lancashire Consortium Authorities, co-ordination of Lancashire's response to the implications of BREXIT. This will include high-level representation to Government Departments nationally as appropriate.
10. Advocate for the needs of local people and develop strategies that enable local communities to become more resilient and self sufficient
11. Contribute to meeting political and financial objectives by leading and encouraging the innovation of service delivery methods and improvements through active engagement with councillors, staff, trade unions, service users, communities, schools, partners, providers and businesses to improve outcomes.
12. Be responsible for leading cross council projects of strategic significance, which exemplify innovation, cooperative working and a strong focus on accountability.
13. Embed a system of continuous review and improvement within the Service so that 'traditional thinking' is challenged and innovation pursued.
14. Develop the Council's approach to reputational management, putting together campaigns and strategies to raise the Council's profile nationally and locally

Qualifications	Please mark which are Essential or Desirable ▶	E/D
Educated to Graduate level Recognised Leadership Qualification		E D

Knowledge, Skills and	Please mark which are Essential or Desirable ▶	E/D
1. Experience of operating at a high level within a complex organisation involving diverse stakeholders.		E
2. Ability to successfully co-ordinate and deliver strategic multi partner projects.		E
3. Substantial and proven ability to work successfully with Elected Members.		E
4. Proven track record on delivering against agreed outcomes within a large organisation setting.		E
5. Significant understanding of strategic policy development and implementation within a large organisation setting applicable to Local Government and Blackpool Council's vision.		E
6. Excellent knowledge of the working of Local Government and other public, private and voluntary sector organisations that are required for the delivery of Blackpool Councils vision and priorities.		E
7. An ability to provide and empower innovative thinking which leads to tangible delivery of outcomes.		E
8. Ability to translate national policy direction and strategic objectives into practical local plans and action.		E E

9. Proven track record in successfully managing high performance through people	E
10. Accomplished analytical and decision making skills	E
11. Experience of effective budget management and delivering cost reductions	E
12. Significant knowledge of Housing policy/strategy	

Initiative and Independence

This is a transformational role without recognised ways of working or procedures and therefore the post holder must be innovative as follows:

- Have freedom to act on behalf of the Chief Executive on a Council wide basis
- Empower innovative thinking across the Council, wholly owned companies and partner organisations to ensure delivery of Council priorities
- Translate national policy direction and strategic objectives into practical local plans and action taking into account the Blackpool context.
- Manager and direct the work of the Delivery Unit
- Plan, manage and deliver multi partner strategic projects on behalf of the Chief Executive

Relationships/Nature of contacts

The post holder will act on behalf of the Chief Executive and will work with and influence:

- Senior Managers (across the Council, wholly owned companies and parent organisations)
- Elected Members
- National Government Agencies
- Chief Executives and senior Management from other Local Authorities
- Community groups
- Private sector organisations

This is a key strategic role and to be successful the post holder will be required to challenge and influence senior stakeholders to achieve Council priorities.

Responsibility for Resources (Financial, Physical, Capital, Information)

Financial Resources

Direct budgetary control

Delivery Unit annual budget of £1,378,000 gross

Housing Strategy Annual Budget of £2,002,000 gross

Indirect budgetary influence

Revenue HRA of £19,867,000, gross

Housing Capital programme of circa £16 million

BCH and BHC Companies annual budgets of circa £20 million

Also within the housing service there are a number of grant funded projects:

- Trailblazer – A two-year project starting 2017/ 2018 with Wyre and Fylde with Blackpool as lead total funding of £607,000 of which Blackpool's share is £282,000.
- Transience - This project is due to finish in September 2018 originally it was a £1,540,000 three year project.
- Homeless support - This is some new one off funding from DCLG for this year £198,000.
- Energy Efficiency - This project has been ongoing since 2013 this is currently £232,000.

Physical Resources

The post holder will have accountability and responsibility for data related to research, strategic projects, performance management, financial control, housing strategy. This data may be highly confidential.

Responsibility for People (including supervision/training of staff or clients)

The post holder will directly manage the Delivery Unit and have responsibility for the delivery of business plan objectives, people management including coaching, training, appraisal and disciplinary.

In addition, the post holder is a key influencer and will be required to coach, support, and provide challenge to very senior stakeholders both within and outside the Council.

The post holder will have responsibility to support the Chief Executive to achieve the Council's priorities and they will therefore have a direct impact on Blackpool residents.

Mental and Emotional Demands

Mental Demands

Any mental demands will be consistent with the seniority of this role and the need to deal with ambiguity, complexity, multi partner relationships, competing priorities, and changing Government policy and the resulting impact on deliverables and deadlines.

Emotional Demands

Nothing specific

Planning Requirements

The post holder will be required to develop and deliver strategies and plans, which deliver the Council's Vision and Priorities.

This could include, but is not limited to Council Plan, Housing Strategy, Shadow Combined Authority, Public Sector Reform, Accountable Care system etc.

Plans will be developed and delivered over a number of years e.g. the Council Plan is for a five-year period.

Key Facts and Figures

15 Authorities within the Lancashire Consortium of Authorities.
 42 Councillors.
 Five wholly-owned Companies.
 Approximately 3600 employees.

Vision and Values

Blackpool Council's new Council Plan outlines what our vision and priorities will be during from 2015 to 2020.

Blackpool might not be the biggest and the brightest, but it is not without its challenges. We have major social and health issues to deal with, whilst needing to develop and innovate so our town meets the changing desires of modern day audiences.

We need to take advantage of other opportunities - in fields like energy generation - with the same vigour our predecessors had, when building iconic attractions such as the Winter Gardens, the Tower and Tower Buildings, the Pleasure Beach and of course the true one-off that is the Blackpool Illuminations.

Our vision for Blackpool is that it will be:

“The UK’s number one family resort with a thriving economy that supports a happy and healthy community who are proud of this unique town”

Our Priorities

We have two priorities:

- Priority one - The economy: Maximising growth and opportunity across Blackpool
- Priority two - Communities: Creating stronger communities and increasing resilience

Our Values

- We are **accountable** for delivering on the promises we make and take responsibility for our actions and the outcomes achieved
- We are committed to being **fair** to people and treat everybody we meet with dignity and respect
- We take pride in delivering **quality** services that are community focussed and are based on listening carefully to what people need
- We act with integrity and we are **trustworthy** in all our dealings with people and we are open about the decisions we make and the services we offer
- We are **compassionate**, caring, hard-working and committed to delivering the best services that we can with a positive and collaborative attitude

Equal Opportunities:

We do our utmost to ensure that here is no unjustified discrimination in the recruitment, retention, training and development of staff based on their age, sexuality, religion or belief, race, gender or disabilities.