



Roles at this level support the Director in setting the purpose and strategic direction. They initiate plans and policies and develop strategies that are aligned with Council priorities to ensure the professional development and delivery of highly effective services within the council which contribute to the achievement of the Council's vision and strategic outcomes.

As part of the senior leadership team, roles at this level live and model values and behaviours to help the council to achieve the ambition to become the best city council in the country. They build strong and dynamic relationships and trust with politicians, partners, stakeholders, communities and external agencies to enhance profile and reputation.

<p>Aspect For roles at this level, you must be able to show you can...</p>	<p>Outcome The result when all aspects are applied effectively</p>
<p>Know - Appropriate professional qualification or equivalent in depth expertise and advanced knowledge gained through significant practical experience across the service area</p> <p>Maintain a comprehensive knowledge of local, regional and national issues, influencing council policy and practice</p> <p>Understand the complexities of fostering and maintaining productive, strategic working relationships in a political, legal and regulatory environment.</p>	<p>You use your knowledge and expertise to plan and develop strategies, plans and policies that achieve the highest levels and standards in the delivery of work across the entire service</p> <p>You influence the strategic direction of the service ensuring delivery of specific outcomes in the context of local, regional and national changes</p> <p>There is evidence of effective and successful working relationships with Directors, Members and partner organisations across the City, region and nationally.</p>
<p>Leadership & strategic planning – Build strong and dynamic relationships and trust locally, regionally and nationally, with politicians, partners, stakeholders and communities</p> <p>Lead the direction and ownership of plan objectives through the effective use of performance management processes ensuring delivery of required service or function standards.</p> <p>Lead and manage significant and high profile and wide transformational change project and programmes with impact across the Council or within a major service area</p>	<p>There is evidence of effective partnership working across the organisation, with services, stakeholders and communities</p> <p>You demonstrate personal clarity of purpose and highly developed shared vision. Your planning and communication skills lead to high levels of performance within services and across partnerships and multi-agency teams.</p> <p>You build a climate of trust during periods of change, using leadership skills to generate positive support and energy for change proposals.</p>

<p>Collaboration & innovation – Develop implement and evaluate innovative models of service delivery to meet the changing needs of stakeholders.</p> <p>Promote and develop opportunities to collaborate and share best practice with other council services, external partners, communities, the city, and region, and nationally to add value to the service.</p> <p>Engage with staff and stakeholders to shape service vision and relevant operational plans; agree priorities and objectives in line with the service plan and relevant corporate policies & external legislation.</p>	<p>Services are successfully delivered with a focus on individual needs and outcomes</p> <p>You lead and develop ways of working that encourage and support understanding of, and engagement with, relevant communities or internal clients.</p> <p>There is evidence of highly effective collaboration and engagement leading to priorities and objectives being met</p>
<p>Problem solving & decision making – Provide specific business, technical, service area expertise in the Council; propose advice, recommendations and solutions</p> <p>Anticipate and influence emerging issues/changing context and develop strategies quickly to solve problems or seize opportunities</p>	<p>You are committed to working and leading across boundaries with determination to integrate resources and work streams as needed and where beneficial</p> <p>Take highly complex issues requiring significant interpretation or extension of existing policies across diverse service areas and provide solutions in the medium and long term</p>
<p>Deliver – Influence and contribute to the wider issue of strategy development and prioritisation for both the city and the City Council. Deliver sustainable growth in a big city context</p> <p>Lead, influence and manage emerging and sometimes complex relationships across services, partnerships and external organisations</p>	<p>Strategies are in place to deliver measurable and sustainable improvement in quality and service standards</p> <p>Value and use challenge and feedback from within and outside the service areas and organisation to continuously improve service provision</p>
<p>Resource management – Maximise the effectiveness of the workforce using workforce planning to inform development priorities</p> <p>Lead a culture of effective management of resources and budget, applying cost effective and flexible models that reduces costs, is responsive to organisational and national context and ensures the financial compliance and integrity of the managed area.</p>	<p>Evidence of having provided direction and support to individuals and teams promoting a 'can do' attitude and an environment of continuous improvement</p> <p>Plans are in place to ensure that there is an efficient and sustainable use of resources, employees are effectively employed and budgets are maximised</p>