

People in these roles have specific accountabilities and overall responsibility for the leadership, management and continuous development and improvement of the directorate and for contributing to setting the purpose and strategic direction of the Council. They initiate, develop and lead plans, policies and strategies that are aligned with Council and service priorities. They ensure the professional development and delivery of highly effective services which achieve the Council's vision, targets, and strategic outcomes.

As part of the Corporate Leadership Team, roles at this level balance corporate policy within a strategic planning framework across functions and specific services or a range of cross organisational services. They live and model values and behaviours to help the council to achieve the ambition to become the best city council in the country

As head of a group of services this role may have specific accountabilities and overall responsibility for the leadership, development, delivery and discharge of statutory functions and services, as appropriate, to fulfil the Council's statutory obligations.

Aspect For roles at this level, you must be able to show you..	Outcome The result when all aspects are applied effectively
<p>Know – Professionally accredited or with the equivalent in depth and diverse expertise and significant advanced knowledge gained through extensive and substantial managerial/practical experience</p> <p>Have a highly developed and extensive knowledge of local, regional, national and international issues that influence the city and region and impact upon council strategy, policy and practice.</p> <p>Comprehensive understanding of the economic, business, cultural and political environment within the city and region and the ability to drive work programmes to changing priorities</p>	<p>You provide advice and guidance to the Leadership team and to Members and partner organisations that is based on your irrefutable knowledge and experience</p> <p>You take a key role in inspiring and shaping the leadership, vision and strategic direction of the Council across the City, region, nationally and internationally.</p> <p>You deliver outcomes within a general framework of strategic direction in situations which are often ambiguous, intangible and unstructured. You cut through traditional boundaries to engage partners and communities to work differently</p>
<p>Leadership & strategic planning – develop and maintain strong and dynamic relationships and trust, with politicians, partners, stakeholders and communities locally, regionally and nationally in order to create and enhance the city's profile and reputation</p> <p>Lead on cross cutting themes, highly complex and high profile transformational change programmes, projects and initiatives that have the ability to influence the strategic direction of the council and that impact across the council, city and region</p>	<p>You provide visionary leadership, promoting innovation and articulating key priorities, translating strategy and objectives into real actions</p> <p>You use high level skills to translate strategy and vision into relevant and deliverable programmes and plans. You evidence how you influence the organisation in becoming a more efficient and enterprising council</p>

<p>Drive and deliver the development of evidenced based and innovative cross service strategies that will ensure the achievement of a high performing culture to deliver excellent service performance, planned outcomes, targets and objectives.</p>	<p>You generate positive support and energy for change. Service performance is excellent and there is evidence of successful delivery of cross cutting themes, transformation and change programmes, projects and initiatives.</p>
<p>Collaboration & innovation – Develop and lead a culture of innovation and enterprise, challenge existing practice and develop new models of service delivery that meet long term strategic and statutory objectives providing sustainable, flexible and adaptable outcomes</p> <p>Lead the Council’s strategy and priorities developing and sustaining highly effective relationships that influence and promote a coherent, focused and aligned approach to delivering improved outcomes across the city, the region and nationally</p>	<p>You create the right conditions and culture that allows others to innovate; you demonstrate highly effective collaboration and engagement that leads to successful and innovative business outcomes.</p> <p>You successfully motivate people and broker collaborative working relationships with a range of key stakeholders building partnerships across sectors and with members</p>
<p>Problem solving & decision making – undertake a key role in the Best Council and the Corporate Leadership Teams in ensuring that developments and improvements remain focused on delivering solutions based outcomes across the city and region</p> <p>Lead on constructive consultation, engagement and communication of highly complex/sensitive issues. Anticipate and influence emerging diverse issues and changing context to develop robust strategies to shape events and develop the strategic direction of the council and city priorities.</p>	<p>You provide strategic advice, critical challenge and moderation in all aspects of the services and wider council/partner activities.</p> <p>You develop, maintain and sustain highly effective working relationships at all levels. You demonstrate effective advocacy and manage confidential, challenging and highly sensitive issues/situations involving significant negotiation with the ability to resolve conflict and find resolution in highly complex problem areas</p>
<p>Deliver – Influence and contribute to the wider issue of strategy development and prioritisation for both the city and the City Council. You enable the delivery of sustainable growth in a big city context</p> <p>Plan, organise and commission the delivery of services to and on behalf of the organisation and partners, having a profile regionally and nationally.</p>	<p>You understand the need to balance the corporate orientation with operational responsibilities and accountability. There are strategies in place to deliver measurable and sustainable improvements in quality and service standards</p> <p>You deliver successful outcomes that reflect the diverse and inclusive nature of the city. You advocate member input, community consultation and customer feedback to inform design, delivery and performance management of services</p>
<p>Resource management – Create a culture of excellence in service delivery, continuous improvement and a focus on outcomes which maximises the use of resources, budget and actively promotes the council’s values, supports adaptable ways of working and creates strong flexible teams</p> <p>Strategic responsibility and accountability for the management, deployment and control of a significant budget across the directorate and/or cross services.</p>	<p>Evidence of providing direction and support to enable a high challenge, high support workforce, delivering successful outcomes, with a ‘can do’ attitude and in an environment of continuous improvement</p> <p>You have demonstrable financial management skills and high standards of financial probity ensuring that strategies and processes are in place to meet targets and deliver excellent value for money within services.</p>