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|---------------------------------------|-----------------------------|
| <b>Role description:</b>              | Corporate Director – People |
| <b>Role profile family:</b>           | Leadership                  |
| <b>Number of posts:</b>               | 1                           |
| <b>Role profile number and grade:</b> | LSL2a                       |
| <b>Reports to:</b>                    | Chief Executive             |

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| <b>Job Context</b>   |
| <p>This is a senior leadership role and the postholder will provide advice and guidance as a member of the Corporate Leadership Team to the Chief Executive and Cabinet in support of policy setting and strategic decision making to achieve the aims and desired outcomes of the council, its communities and partners.</p> <p>As Corporate Director for People the postholder will be accountable for the strategic direction of the people directorates and services and has overall responsibility for the delivery of activity within those directorates.</p> <p>The postholder is the statutory director of childrens services (<i>and for an interim period, pending a review of the senior leadership structure they will also be the statutory director of adult social services</i>).</p> |

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| <b>Job Purpose</b>  |
| <p>The purpose of this role is to engender and deliver positive, enthusiastic and dynamic leadership across the authority in the achievement of its vision and ambitions, playing a key role as a member of the Corporate Leadership Team providing professional and statutory advice and challenge in the formulation and development of the Council’s corporate and strategic plans and priorities and supporting the Chief Executive in the overall leadership and management of the Council.</p> <p>The postholder will work closely with the Chief Executive, Cabinet and Lead Members.</p> <p>The postholder will be expected to develop and maintain strong working relationships with a wide range of stakeholders and partners both internally and externally in order to drive better outcomes and deliver on the agreed strategic priorities.</p> <p>The postholder will demonstrate the values, behaviours and ways of working described in ‘Our Identity’.</p> <p><b>Responsibilities</b></p> <ul style="list-style-type: none"> <li>• Managerial responsibility for: <ul style="list-style-type: none"> <li>- Director, Families &amp; Children</li> <li>- Director, Education &amp; Skills,</li> <li>- Director Adult Care, Learning Disabilities &amp; Mental Health</li> </ul> </li> </ul> |

- Director Adult Care, Access & Reablement
  - Director, Joint Commissioning
  - Head of Performance, Outcomes & Quality Assurance
- Act as the Councils statutory Director of Children’s Services, with responsibility for providing a clear line of accountability for children's services, providing leadership in improving outcomes for all children, and securing the provision of services which address children's and young people's needs.
  - In the interim act as the Council’s statutory Director of Adult Social Services, with responsibility for providing a clear line of accountability for delivery of adult social services, providing leadership to ensure the assessment of local needs and ensuring availability of a full range of adult social services.
  - Lead and direct the delivery of strategies to ensure efficient and cost-effective provision of people services for Wiltshire through a range of programmes and initiatives to support the key strategic requirements of Wiltshire.
  - Lead on the establishment of a vision and forward plan for the Council’s people services as part of our continuing transformation.
  - Develop, negotiate and participate in partnerships and relationships with key stakeholders to fulfil the ambitions of the Council.
  - Lead a team of Directors (and Heads of Service), providing individual support and coaching, ensuring that the direct reports are enabled and encouraged to deliver service accountabilities and demonstrate leadership behaviours. This includes transforming and modernising the way in which services are delivered and working to support corporate objectives.
  - Provide professional, relevant and timely advice, guidance and support to Members in accordance with designated statutory, corporate and service responsibilities.
  - Ensure the Council is effectively represented and positioned at the national, regional and local level in accordance with the aspirations of Cabinet.
  - Eradicate silo working by empowering individuals and teams to work collaboratively with each other and through partnership. Be visible, accessible, responsive and generate a positive impact across the organisation and with partners.
  - Provide corporate support and leadership by developing, reviewing and delivering corporate strategies and priorities that meet the needs of local residents and support community leadership.

| <b>Dimensions</b>          |                          |                                     |  |   |
|----------------------------|--------------------------|-------------------------------------|--|---|
| <b>Type of budget</b>      | <b>Direct</b>            | <b>Indirect</b>                     | <b>Responsibility</b>  | <b>Amount / Cost</b>  |
| Council budget             |                          | X                                   | Indirect impact as member of the Corporate Leadership Team   | £876M (gross budget)  |
| Staffing & service budgets | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Direct responsibility for service budgets and income<br><br>Direct responsibility for staffing budgets (included in figures above) | £304m gross of which:<br>£68m – income<br>£236m – net<br>£70m |

## Person Specification

### Education & Qualifications

- Degree level qualification
- Relevant professional membership/qualification - desirable
- Evidence of continuous professional development
- Management qualification, e.g. MBA or equivalent – desirable

### Relevant Experience

- Extensive experience in working effectively and impartially with Elected Members and in supporting the democratic decision-making process.
- Substantial experience at a senior level gained in a large, complex, multidisciplinary organisation of senior strategic leadership achievement and experience consistently developing financial strategies and translating them into effective operational delivery plans.
- Demonstrable experience of successful leadership and management of a range of services with multi-disciplinary teams to achieve high performing and significant, sustainable service improvements and outstanding results leading to improved outcomes for service users.
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- A proven track record of delivering customer-focused services in a complex environment

### Knowledge & Skills

- Up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people and adults.
- A sound understanding of the financial issues related to local government and experience of budget processes with a corporate impact.
- Ability to make a strategic contribution to a large, multi-functional organisation of comparable scope and complexity with the ability to make effective decisions under pressure.
- Knowledge and understanding of the trends, developments, political and legislative framework of local authorities within the context of a complex multi-service environment.
- Understanding and appreciation of the political relationships and processes within local government and the implications for policy making and action planning.
- Business awareness relating to local and national market conditions and broader business issues.
- Ability to coach and mentor others to improve and build a high-performance culture.
- Ability to challenge in a constructive manner to tackle potential financial risks, including fraud, to the organisation.
- High level communication, networking and ambassadorial skills.
- Able to translate complex strategies into what is required to deliver cultural, organisational and technological improvements.
- Ability to identify income generation opportunities/income streams in line with Council vision.
- Able to understand performance management systems and methods to drive continuous improvement.
- Able to develop a thorough understanding of different service areas, and the aspirations and pressures across the different parts of the organisation influence performance and be an advocate for new ways of working.