Role Purpose

Executive Directors will work together with the Chief Executive in the Corporate Leadership Team to transform the way the organisation operates so that it can deliver great services to residents.

This pivotal role in our most senior team is responsible for delivering our overarching vision of making the District an outstanding place to visit, live and invest.

Reporting directly to the Chief Executive and providing strategic leadership and support to elected Members, the post holder will hold responsibility for ‘place shaping’ and delivering physical transformation, leading inward investment, and creating the conditions for jobs and growth in the district, as well as delivering excellent services to residents.

Key Elements of the Role

- Maximising opportunities for income and growth from the Council’s current portfolio of properties and assets
- Identifying opportunities for all aspects of economic development across the district at all levels, developing key strategic partnerships across the public and private sectors to secure inward investment and growth in key geographical areas of the district
- Managing or sponsoring significant projects already underway within the Council, e.g. Canal Quarter, ensuring success factors are in place and projects deliver successful outcomes for the district
- Driving forward the regeneration agenda across the district, working in partnership with commercial partners where appropriate to ensure opportunities for regeneration projects are identified, maximised and progressed at the right pace
- Delivering an excellent planning service, from application and building control to planning enforcement
- Ensuring the Council ‘punches above its weight’ nationally, regionally and locally through its economic, regeneration and strategic positioning.
- Strengthen the Council’s commercial investment strategy to support the organisation’s long term funding needs, and add value to the communities we serve
- Leading a group of services and highly experienced leaders, setting direction, establishing priorities, building capacity, maintaining focus, delivering value for money and delivering continuous improvement.
- Championing participation from the Community
- Providing expert professional advice to the Chief Executive and Members, engaging with Cabinet, partners and colleagues to deliver the strategic vision
- Working with Members to inject appropriate challenge, innovation and ideas into the work of the Council
- Undertake the ‘Senior Emergency Officer’ role on a rota basis throughout the year, acting on behalf of the Chief Executive in emergency situations.
Skills, Qualities and Attributes

Role Specific Requirements

- Has a record of driving economic prosperity and developing thriving communities
- Has a proven ability to identify and drive forward opportunities for regeneration, through defining strategy, developing partnerships and securing inward investment for the good of the region
- Takes responsibility for senior project and programme leadership for high value, complex and large-scale regeneration and growth projects
- Has an ability to promote the region locally, nationally and internationally to secure growth in a variety of creative ways
- Has a sound grasp of statutory planning requirements, and an ability to shape the service to meet future challenges
- Is able to implement cross-functional working to better support clients, partners and delivery of the vision

Leadership

- Understands own leadership style and puts in place strategies to use it for the organisation’s advantage
- Inspires, supports and motivates others to deliver excellent services
- Positively encourages change to stakeholders at all levels
- Can positively impact on organisational culture through personal interaction

Communication

- Is a confident communicator, able to discuss broad and complex topics with a wide range of stakeholders at all levels
- Understands the communication needs of stakeholders, and devises and puts in place strategies to meet those needs
- Devises techniques to positively engage audiences in organisational developments
- Commands respect within the organisation and wider business community
- Is able to persuade and influence others, regardless of their stature
- Develops positive relationships with stakeholders to help achieve positive outcomes for the organisation

Performance Delivery

- Focuses on the goals of the organisation
- Identifies and takes opportunities to improve the organisation’s sustainability
- Sets challenging but achievable goals and standards of performance for self and others
- Is willing to challenge the status quo in order to explore improvement opportunities
- Tackles performance issues quickly to achieve a speedy resolution
- Encourages a culture of learning and improvement

Strategic Thinking

- Offers a broad view beyond the immediate problem and own area of expertise, including short, medium and long-term perspectives
- Sets a clear vision and strategy which adds value to the organisation
• Proposes alternative options when appropriate, and offers creative solutions and innovations
• Identifies the organisational impact of decisions, offering contingencies and alternative strategies
• Ensures practice and process are in place to understand, assess and manage risk

**Commercial Awareness**

• Looks for opportunities to improve sustainability and an organisation's financial security
• Instils a commercial focus in the minds of all staff in the Department
• Strategically collaborates and partners with other organisations to enable the achievement of strategic aims
• Can present a clear and rational business case for implementing a commercial operation
• Demonstrates a realistic, supportive and creative attitude when presented with opportunities for strategic growth