**Generic Role Profile: Strategic Leadership Level A**

### Role Purpose, Context and Scope:
- Accountable for leading, directing and managing Council services at a strategic development level.
- Horizon scanning 3-5 years; emerging practices, seek out the latest thinking and innovation across all sectors.
- Work with lead Councillors in setting and delivering the strategic aims and objectives of the Council.
- Provide strong leadership, direction and guidance regarding the allocation of resources, risk management, change management and leadership behaviours.
- With your other colleagues lead the way in developing and showing to the organisation the values and behaviours expected of all employees.
- Accountable for building external and internal capability so the Council is agile, is known for career enhancement and as a result attracts high performing individuals who want to achieve.

### Indicative Accountabilities:
- In conjunction with Lead Councillors, develop, agree and subsequently lead the delivery of the Council’s overall Corporate Plan and specific strategies.
- Ensure that the strategic outlook, advice and guidance given, considers the impact of internal and external factors.
- Be responsible to create, foster and manage effective relationships with Councillors, the communities we serve and partners.
- Provide the organisational context and space for others to work collaboratively and in so doing deliver Council wide efficiencies.
- Drive significant cultural change through the Council and its partners.
- Be accountable for associated budget and agree Medium Term Financial Plans.
- To ensure organisation wide compliance and robust performance monitoring.
- Ensure a strategic approach to managing risk and ensuring organisational resilience, including setting the Council’s policy and strategy.
- Be an ambassador for Haringey.

### Indicative Performance Measures:
- Outcomes from the Medium Term Financial Strategy (MTFS)
- Council alignment with strategic aims and objectives
- Achievement of the outcomes within the Council’s Corporate Priorities
- External assessment (e.g. Ofsted, Peer Review)

### Indicative Dimensions:
- **Leadership Qualities**
  - Achieving Ambitious Outcomes – Looks to the future to help shape vision and create a shared sense of purpose. Can create an agenda where one doesn’t exist.
  - Service excellence – Has a clear idea of what quality ‘looks like’. Creates a culture that champions high performance.
  - Thinks Differently - Anticipates residents’ views and the climate of opinion. Adapts and responds to them. Takes account of risks and broader issues when making decisions and taking actions. Takes ultimate responsibility.
  - Visible Leadership - Is an inspirational leader, shaping the culture of an ambitious organisation.
  - Work in Partnership; One Council - A confident ambassador for the organisation regionally and nationally. Makes tangible efforts to encourage collaboration and looks for new opportunities in the market to support the future corporate agenda.
  - Open Communication - Has presence, credibility and influence. Presents compelling and coherent arguments to convince and involve others. Is approachable and responds quickly to the needs of the audience.

### Indicative Knowledge, Qualifications, Skills and Experience:
- Deep knowledge of concepts, principles and practices gained through extensive experience and development in a range of specific fields.
- Degree level or equivalent qualification plus substantial post qualifying in specialised field.
- Membership of appropriate professional body by examination e.g. CIPFA, RICS or evidence of continuing professional development (CPD).
- Excellent communication skills.
- Ability to work with internal and external stakeholders on complex issues.

### Indicative Accountabilities:
- Example Job Titles at Level A:
  - Chief Executive
  - Chief Operating Officer
  - Deputy Chief Executive
  - Director for Regeneration, Planning & Development

### Haringey Values:
- Lives, and can articulate for others, our values: Human • Ambitious • Accountable • Professional
Job Specific Profile

**Job Title and Service Area:**

Deputy Chief Executive

**Role Purpose:**

To manage the delivery and performance of the service area through the accountability of the Directors and Assistant Directors. The post holder will provide leadership and guidance to the senior management team regarding the allocation of resources, risk management, change management and leadership behaviours. Deputise for the Chief Executive when needed.

**Main Responsibilities (in addition to indicative accountabilities on generic profile):**

1. Deputise for the Chief Executive when needed.
2. Work closely with the Director’s of Children’s, Adult’s, Commissioning and Public Health Services to ensure the success of the combined commissioning function.
3. Ensure teams and resources are focused and aligned to deliver corporate transformation programmes, with a particular focus on Haringey 54,000.
4. Provide strategic direction to all subordinate Directors and Assistant Directors in order that they develop effective service plans for their areas.
5. Monitor services and track progress to ensure delivery of set plans. Take immediate and well thought out remedial action to resolve serious delivery issues.
6. Instil in direct reports the imperative for accountability, responsibility and co-operation with other areas across the Council.
7. Advise the Chief Executive, Leader and Members on the state of delivery of the Council’s corporate plans.
8. To provide recommendations to the Chief Executive, Leader and Members on significant policy decisions.
9. To develop and maintain effective systems of consultation, community involvement and partnership working to achieve the business plan.
10. To have responsibility for the management of relationships between Members, political groups and officers by establishing a clear understanding of roles, policies and procedures.

**Knowledge, Qualifications, Skills and Experience (in addition to those on generic profile):**

- Educated to degree level or equivalent experience.
- Successfully demonstrate ability to put together a comprehensive service strategy.
- Broad knowledge of the public sector approach to commissioning.
- Effectively leading and motivating large teams of people (cascading responsibilities)
- Managing large and/or multiple budgets in a constantly changing environment

**Dimensions:**

**Functional Areas**

- Children’s Services
- Adult Social Services
- Public Health
- Commissioning
- Schools & Learning
- Communications

**Organisational Structure (attach as an appendix)**