**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.

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<th>Example Job Titles at Level A:</th>
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<tr>
<td>Chief Executive</td>
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<tr>
<td>Chief Operating Officer</td>
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<tr>
<td>Deputy Chief Executive</td>
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<tr>
<td>Director for Regeneration, Planning &amp; Development</td>
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**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:**
- Work involves strategic development and integration of services across the Council and external partners.
- Has a shared responsibility for the financial management of the whole Council and specific accountability for own area.
- Work involves high levels of political contact and consideration in the development of Council strategy, aims and objectives.
- Jobs at this level operate with a wide level of discretion over staffing, resource and decisions provided that actions are consistent with Council policies.
- Can lead and deliver in a political environment.

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<th>Leadership Qualities:</th>
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<td>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.</td>
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<td>Service excellence – Has a clear idea of what quality ‘looks like’. Creates a culture that champions high performance.</td>
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<td>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.</td>
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<td>Visible Leadership - Is an inspirational leader, shaping the culture of an ambitious organisation.</td>
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<td>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.</td>
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<td>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.</td>
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**Haringey Values:**
- Lives, and can articulate for others, our values: Human • Ambitious • Accountable • Professional

**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.
Job Specific Profile

Job Title and Service Area:

Director for Regeneration, Planning & Development

Role Purpose:

This role has responsibility for the placemaking strategy for the Council. It will provide the corporate direction for and ensure the effective delivery of high quality regeneration strategies.

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

1. Ensure teams and resources are focused and aligned to deliver corporate transformation programmes, with a particular focus on the Tottenham Regeneration Programme.
2. To design and implement a Council-wide placemaking strategy. Acting as lead officer for planning, regeneration, leisure, culture, transport and environmental management to ensure the best possible services for the people of Haringey.
3. Lead and shape the Council’s strategic development plan, including housing growth and renewal strategies.
4. Maximise the use of the Council’s estate to achieve growth and regeneration objectives.
5. Ensure delivery (via the Assistant Directors) of the Council’s regeneration, environmental, planning, and community engagement strategies are met.
6. Provide strategic leadership and direction across borough-wide regeneration programmes.
7. Develop effective partnerships between the Council, local communities, stakeholders for regeneration, land owners, developers and other government agencies in order to achieve the shared outcomes of the placemaking strategy.
8. To provide advice that balances competing environmental, social and economic considerations in a joined-up, clear and sensitive manner.

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

- Educated to degree level or equivalent relevant working experience
- Effectively leading and motivating large teams of people (cascading responsibilities)
- Managing large and/or multiple budgets in a constantly changing environment

Dimensions:

Functional Areas
- Planning
- Strategy and Regeneration
- Property and Capital Projects
- Tottenham Programme
- Social and Economic Regeneration

Organisational Structure (attach as an appendix)