**Generic Role Profile: Strategic Leadership Level B - Director**

**Role Purpose, Context and Scope:**
- Accountable for developing and directing the corporate activities of the Council at a strategic delivery level.
- Horizon scanning 1-3 years; emerging practices and seek out the latest thinking and innovation across their service areas.
- Work with Councillors in setting and delivering the strategic aims and objectives of the Services they lead.
- Provide strong leadership, direction and guidance to senior managers regarding the allocation of resources, risk management, change management and management behaviours within the services they lead.
- To role model the values and behaviours of the organisation so others can see and hear, and learn from you.
- Lead on developing the capability of the workforce so the organisation has the right skills at the right time in the right place.

**Indicative Accountabilities:**
- To influence and contribute to delivering objectives set out in the Corporate Plan considering the impact of internal and external factors.
- Create and build effective relationships internally and externally with key stakeholders and instil in direct reports the imperative for accountability, responsibility and collaboration with others, for example: Councillors, other Boroughs, the communities we serve and partners.
- Lead and work collaboratively across all service areas with other senior managers (including those from partner organisations and agencies) in order to generate efficiencies.
- Effectively lead and manage staff (set, monitor and evaluate objectives on an annual basis).
- Drive significant cultural change through the corporate infrastructure.
- Be accountable for associated budget and have affordable plans in place to deliver the Medium Term Financial Plan.
- Provide assurance that the services are compliant and performance monitoring is part of the corporate rhythm, and exceptions have robust action plans.
- Lead and work collaboratively across programmes and services areas to ensure effective risk management and organisational resilience, including developing effective procedures to implement the Council’s policy and strategy.
- Be an ambassador for Haringey.

**Example Job Titles at Level B:**
- Director of Adult Social Services
- Programme Director Tottenham
- Assistant Director

**Indicative Performance Measures:**
- Specific measures from the Medium Term Financial Plan.
- Achievement of Council’s Corporate Priorities.
- Achievement of the outcomes within the Council’s Corporate Priorities and Workforce Plan within their service.
- Participate in external assessments e.g. Ofsted, Peer Review.

**Indicative Dimensions:**
- Work involves development of specific service areas and integration of internal services with some integration with external partners.
- Has a prime responsibility for the financial management of specific service area.
- Jobs at this level operate with a wide level of discretion over staffing, resources and decisions provided that actions are consistent with Council policies.
- Can lead and deliver in a political environment.

**Leadership Qualities:**
- **Achieving Ambitious Outcomes** – Contributes to the organisation’s vision and creates goals that have a clear focus and purpose.
- **Service Excellence** – Brings something extra to the organisation so it’s able to achieve the best results. Makes excellent use of resources to achieve the highest standard of results.
- **Thinks Differently** – Works with increasing complexity and ambiguous situations. Actively participates in continuous development, anticipates issues and isn’t afraid to instigate changes and innovation.
- **Visible Leadership** – Makes him or herself into a definite leadership figure, recognised by the whole team. Is a clear leader, walks the talk.
- **Work in Partnership; One Council** – Demonstrates organisational sensitivity – understands structures, political sensitivities and dynamics – of their own, and external partners’ organisations – which shape how things get done.
- **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.

**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 specific field.
- 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 high level internal and external stakeholders.
# Job Specific Profile

## Job Title and Service Area:

**Tottenham Programme Director**  
**Regeneration, Planning and Development Service**

## Role Purpose:

The purpose of this role is to take charge of and lead the Council’s development and physical implementation of social and economic regeneration programmes in Tottenham. The post holder will provide strong, clear leadership and be accountable for overall programme delivery.

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

1. Accountable to the Strategic Director, Chief Executive and Cabinet member for the delivery of the Tottenham Strategic Development Framework (SRF) and Delivery Plan,
2. To ensure appropriate funding is secured for all the projects and programmes as set out in the SRF Delivery Plan,
3. To be responsible for maintaining effective relationships with all key private, public and community stakeholders engaged in the delivery of the Tottenham Regeneration programme,
4. To be responsible for all staff in the Tottenham Team including direction, management and performance appraisal
5. To be responsible for the effective management of all the Tottenham revenue and capital budgets,
6. To be responsible for the oversight and effective client management of all external providers involved in the delivery of the Tottenham Programme.

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

- Educated to degree level and/or relevant working experience.
- Understanding of policy frameworks and legislation and issues surrounding regeneration issues in London.
- Experience in managing complex community and political relationships in the context of delivering regeneration programmes
- Leading successful large scale regeneration programmes through a mixed economy of delivery vehicles.
- Managing high value contracts with third party suppliers.
- Public-Private partnership programmes.
- Successfully managing third party contractors in a development or regeneration environment.
- Ability to establish, influence and maintain positive relationships with multiple external organisations, and members in a complex political landscape.

## Dimensions:

### Functional Areas
- Programme Management
- Programme Support Officers
- Town Centre Manager
- Area Regeneration Managers
- Regeneration Project Officers

## Organisational Structure (attach as an appendix)