



Post: Assistant Director Integration & Partnerships

Responsible to: Executive Director (DCE)

Organisational accountabilities:

- Be an inspirational leader within the Councils Extended Leadership Team.
- Provide strategic leadership to the service area of responsibility to deliver transformational change and continual service improvement to meet budgetary and efficiency pressures.
- Be accountable for ensuring that strategic and local objectives are achieved within each service area of responsibility and across the Council.
- Work collaboratively with ELT colleagues and County Councillors to develop and implement leading edge strategies to ensure the councils vision priorities and values are actively promoted and delivered.
- Create an engaging and supportive culture where employees are encouraged to thrive and innovate.
- Ensure effective support for all county councillors in carrying out their roles.
- Create an environment of effective employee engagement where two way communication, challenge, change and improvement is positively encouraged and innovation is fostered.
- Build the reputation of Cumbria County Council with Cumbrian residents and stakeholders by actively listening, shaping and improving the quality of service provided.
- Take a lead role in developing partnerships, networks and relationships

with stakeholders across Cumbria and the region, to deliver value for money, ease of access to services for our customers and joint objectives.

Service Area accountabilities:

- Lead the service area Senior Management Team, taking overall strategic leadership and management responsibility for all ages and cross council:
 - Integration
 - Partnerships
 - Safeguarding Boards and board support (SAB and LSCB)
- Lead on the integration of the Council's social care provision with health services to ensure a holistic person centred approach which maximises the limited resources across both systems.
- Directly influence and contribute to the development of approaches across North and South Cumbria, maximising the use of resources to support transformational change.
- Lead and develop the business systems and processes which underpin the successful delivery of all Council services, ensuring high quality customer service is at the core.
- Provide support and robust advice to Cabinet portfolio holders enabling the delivery of council priorities.
- Effectively manage the service budgets, ensuring delivery within allocated resources and financial risks are identified and mitigated.
- Promote equal opportunities with our communities and our staff through personal example, open commitment and clear action.
- Fulfil the responsibilities of Assistant Director as set out in the corporate Health and Safety Policy.
- Ensure all relevant statutory and regulatory obligations are complied with.

- Provide a lead in risk management, emergency planning and business continuity as part of corporate arrangements as well as in the directorate.
- Undertake such other duties as may be determined within the general scope and commensurate with the grade of the post.

Approximate number of employees: TBC

Approximate budget: TBC

Behaviours

- To set and actively demonstrate exemplary corporate standards of behaviour and embed a “one team” culture across all Council activity.
- Take **responsibility** for our actions
- Demonstrate a **positive**, flexible attitude
- Act with **honesty** and respect for others
- Communicate in a **clear** and constructive way
- Be committed to ‘**One Team**’.

Person specification

	Essential	Desirable
Qualifications	An appropriate degree or equivalent	
	Relevant management qualification or demonstrable equivalent experience.	
Experience	Substantial management experience at senior level in a large, complex and democratically accountable organisation.	
	Significant evidence of developing and delivering a performance culture and achieving significant change management programmes.	
	Significant evidence of direct involvement in leading the development of policy in a politically sensitive organisation.	
	Significant evidence of ensuring good governance - responsive to the present and future needs of the organisation, exercising prudence in policy setting and decision making and takes into account the best interests of all stakeholders	
	A significant successful track record in developing effective working alliances between managers and politicians, together with a proven ability to network with partners and the Council.	
	Significant experience of cross sector and partnership working, developing relations with other organisations and stakeholders to deliver key strategies and programmes.	
	Experience of customer engagement and advocacy in continually improving services.	
	A proven track record in delivering efficiencies and ensuring value for money services.	

	Essential	Desirable
Knowledge	Significant knowledge of local authority and wider public sector strategies and initiatives.	
	Job specific knowledge	
Skills / Behaviours	Acute political awareness.	
	Demonstrable abilities in strategic thinking and planning solutions, showing an understanding of and responsiveness to the needs of communities.	
	Ability to lead, motivate, inspire and empower others, by example.	
	Demonstrable ability as a forward-thinker with an innovative approach, able to conceive, develop and implement new initiatives, and manage change.	
	First-class presentational skills.	
	Be committed to working as part of 'one team'.	
	Ability to work under exceptional pressure.	
	An excellent, persuasive, clear and constructive communicator at all levels.	
	Ability to make decisions and take responsibility for actions	
	Excellent interpersonal skills: a strong networker able to build relationships with mutual confidence, honesty and respect.	
Other	Ability to travel across Cumbria.	
	Flexible approach to working hours.	