



Post: Executive Director (DCE) People (DAS/DCS)
Responsible to: Chief Executive

Organisational accountabilities:

- Be an inspirational leader within the Council's Leadership Team.
- Provide strategic leadership to deliver transformational change and continual service improvement to meet budgetary and efficiency pressures.
- To fulfil the statutory roles of Director Health & Care Services and Director for Children's Services.
- Deputise for the Chief Executive.
- Create an engaging and supportive culture where employees are encouraged to thrive and innovate.
- 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 council vision, priorities and values are actively promoted and delivered.
- 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 on 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.

Directorate accountabilities:

- Lead the directorate Senior Management Team taking overall strategic leadership and management responsibility for:
 - Adults
 - Children & Young People
 - Education & Skills
 - Public Health
 - Provider Services
 - Integration
 - Partnerships
 - Business Support (Adults & Children's) Business Managers x 3
- To lead on early help and prevention strategies through a holistic community and family approach across all people services.
- To lead the integration of social care and health services with our partner organisations to develop and build resilient systems.
- Provide support and robust advice to Cabinet portfolio holders enabling the delivery of council priorities.
- Effectively manage directorate 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 a 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: 4,538
Approximate budget: £258 million

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	Extensive management experience at senior level in a large, complex and democratically accountable organisation.	
	Substantial evidence of developing and delivering a performance culture and achieving significant change management programmes.	
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	Substantial evidence of direct involvement in leading the development of policy in a politically sensitive organisation.	
	Substantial 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 substantial successful track record in developing effective working alliances between managers and politicians, together with a proven ability to network with partners and the Council.	
	Substantial 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	Substantial 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.	