



Role Profile Description

Date	January 2015
Purpose	To plan and deliver allocated tasks in a given framework through the application of specialised knowledge and skills.

Your responsibilities:

Leadership (Self and Team)	
Accountable For	End Result
<ul style="list-style-type: none"> Planning and organising own work, and supporting colleagues' work, to meet agreed programmes and/or service requirements. 	<ul style="list-style-type: none"> Work is completed on time and to the required standard. The programme is achieved. Statutory obligations are fulfilled. Customer expectations are met.
<ul style="list-style-type: none"> Contributing expertise and opinion as part of a joint working team. 	<ul style="list-style-type: none"> Team objectives are achieved.
<ul style="list-style-type: none"> Contributing to team-working. Providing instruction and on-the-job training for colleagues. Assisting in allocating and checking the work of colleagues in the same work area. 	<ul style="list-style-type: none"> Effective teamwork and support is given to colleagues.
<ul style="list-style-type: none"> Acting as a team resource in partnership arrangements, carrying out or leading allocated tasks, as directed. 	<ul style="list-style-type: none"> The partnership team operates effectively.
Competency measurements	
Relate and work well with others and know own role within the council. Challenge poor performance in others.	

Making things happen / Delivering results	
Accountable For	End Result
<ul style="list-style-type: none"> Monitoring the application of policy/ rules/ procedures/statutory obligations in own area of responsibility and advising others accordingly. 	<ul style="list-style-type: none"> Policy is applied accurately and appropriately. Potential problems are identified and solutions offered.
<ul style="list-style-type: none"> Undertaking duties within a defined area. Undertaking quality assurance within own area. 	<ul style="list-style-type: none"> Work is completed on time and to the required standard. Processes and services are effective.
<ul style="list-style-type: none"> Resolving queries and providing signposting on more complex issues. Using initiative and creativity to resolve issues, taking some decisions and escalating as appropriate. 	<ul style="list-style-type: none"> Issues and queries are resolved effectively.

Competency measurements
Sensitive to the impact of decisions. Take action to overcome immediate obstacles and barriers to success and if necessary try more than one approach to overcome a problem.

Service Improvement and innovation	
Accountable For	End Result
<ul style="list-style-type: none"> Contributing to the development of operational and improvement plans for own area. 	<ul style="list-style-type: none"> Tasks and duties are completed and delivered on time and to the required quality. The team plan is defined.
<ul style="list-style-type: none"> Evaluating research findings and recommending improvements to Service policies and practices. 	<ul style="list-style-type: none"> New and amended policies are contributed to.
<ul style="list-style-type: none"> Cooperating with change, identifying service improvements where appropriate. Providing feedback and recommendations on effectiveness. 	<ul style="list-style-type: none"> Service standards are applied. Customer expectations are met or exceeded. Improvement plans are put forward for action and implementation.
Competency measurements	
Express ideas effectively and question the traditional way of doing things. Look for fresh approaches to improve service delivery.	

Managing resources	
Accountable For	End Result
<ul style="list-style-type: none"> Monitoring the application and use of resources against plans and budgets. Contributing to budget planning for projects. Assisting in the planning of elements of expenditure for the team, site or projects. Working with internal and external colleagues to share and co-ordinate resources. 	<ul style="list-style-type: none"> Resources are used effectively. Tasks are achieved on time and to the required standard. Projects are adequately resourced.
Competency measurements	
Methodical, accurate and well-organised and prioritise own work schedules. Keep track of spend and make sure work is approved and signed off as necessary. Maintain recognised financial and other procedures and practices.	

Customer and Community focused	
Accountable For	End Result
<ul style="list-style-type: none"> Establishing and supporting customer relationships pro-actively to improve efficiency and meet the requirements of the Service's standards. 	<ul style="list-style-type: none"> Customer expectations are met or exceeded.
<ul style="list-style-type: none"> Liaising with delivery partners, both internal and external, to co-ordinate appropriate service delivery. 	<ul style="list-style-type: none"> Appropriate levels of customer service are provided. There is optimum and effective provision of resources. Activities within service area comply with legislation and procedures.
<ul style="list-style-type: none"> Representing own business area/Service at internal/external events. Respecting other organisations' cultures and standards so the partnership is facilitated/ encouraged. 	<ul style="list-style-type: none"> The Service's reputation is maintained or enhanced.
Competency measurements	
Consult and seek to understand the customer's views and seek feedback on performance in order to improve the service.	

Qualifications, knowledge, experience and expertise

- NVQ 3 or 4, or equivalent, or equivalent experience within the relevant work area.
- Knowledge of the procedures and approaches in the area and an understanding of general organisational procedures, regulations and legislation, as applicable.
- Thorough understanding of own area and able confidently to give considered advice both within and outside the organisation.
- Detailed knowledge of service/business area and context of operation.
- Knowledge Health and Safety and related procedures and policies and how they apply to the work area.
- High level of technical skills.
- Knowledge of policy and procedure development and application.
- Good interpersonal skills.
- ICT competent with skills relevant to the work area.

Cumbria County Council behaviours

The county councils behaviours explain how we need to perform our roles, rather than what we need to deliver. They explain what behaviours are needed to move the council in the right direction for success.

For further information please see:-
www.cumbria.



Cumbria County Council competencies

The competencies shown in the role profile are for your level. They are cumulative so it is assumed that those at a higher level demonstrate the competencies from the lower levels.

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