



Executive Director - Strategic Delivery & Transformation

Grade – SM5 £112,356 to £121,943

The Place Strategic Delivery and Transformation Director will report to both the Chief Executive and the Programme Director of the Future Northants Programme, with matrix line management arrangements. The role will work collaboratively with the Economic Growth and Asset Management Director and the senior leadership team, commissioners and stakeholders to deliver the objectives of Northamptonshire's plan. The role will work with the political leadership to advise, support, challenge and deliver their vision. In addition, the role will work with and support Senior Responsible Owners (SROs) for Local Government Reform to deliver two Unitary Councils by April 2021.

Specifically, the role will:

- Strategically lead the management of high value contracts determining right sourcing across the Highways, Environmental & Planning and Capital Programmes within the Place directorate, and ensuring that the pace of change delivers desired outcomes in Northamptonshire.
- Provide effective direction, leadership and management of Highways, Waste, Environmental & Planning services and Capital Programmes.
- Ensure regular and consistent monitoring of contracts to ensure high performance and value for money of services provided, whilst taking a pro-active approach to improving performance and maintaining good relationships with key partners.
- Drive, lead and direct major and complex change at pace to deliver substantial savings, increase efficiency and the best possible outcomes for Northamptonshire's residents/customers, ensuring involvement and engagement with key stakeholders.
- Provide constructive challenge, advice and direction to services; to enable new thinking and identify opportunities for efficiency and service redesign and prepare services for the change to the creation of the two Unitary Councils and a Children's Trust in Northamptonshire.
- Work collaboratively and corporately with Senior Leadership Team to deliver improvements to services and savings to achieve the Medium Term Financial Plan (MTFP).

Place Strategic Delivery:



- Strategically lead the Environmental & Planning services, ensuring value for money, identifying new initiatives to support financial and sustainable savings and develop effective partnership working with the District and Borough Council's to optimise the value potential of an integrated end to end waste system that aims to maximise recycling rates and efficiency of service delivery of new models for future delivery within the Unitaries context.
- Actively review high value place-based contracted services to identify and 'right source' for their future delivery including consideration of outsourcing, co-sourcing or in-sourcing to ensure the most effective and efficient delivery methods are employed. This is set in the context of the future implementation of two unitary authorities and ensuring that appropriate models are fit for purpose and future proofed.
- Strategically lead on the procurement of contracts in relation to the Council's Highways control, including effective procurement, planning and delivery of any new arrangements.
- Provide leadership and ensure the effective management for the delivery of the Capital Programme Strategy, Integrated Work Programme for Highways, and Environmental & Planning supporting delivery plans.
- Drive high performance of contracts by regular monitoring and reviews with key partners, whilst ensuring any areas for improvement are identified and managed effectively and in a timely manner.
- Effectively manage the budget and resources associated with the Highways, Environmental & Planning and Capital Programme and deliver identified savings to support the MTFP.

Transformation:

- Working with the Transformation Director for Future Northants Integrated Programme, drive and lead the Transformation Programme for Northamptonshire County Council, so it delivers major and complex change to meet Northamptonshire's objectives, ensuring and optimising benefits realisation as a priority, articulating a clear and compelling vision of change through the use of evidence-based business cases and sound financial analysis, delivery plans and resource planning.
- Provide advice and challenge to services in reviewing existing business/transformation business cases and for future ones, including supporting their development.
- Develop and nurture strong, positive relationships with key stakeholders to ensure engagement and delivery of change.



- Ensure excellent and robust governance arrangements across all transformation programmes and projects that support delivery of the Northamptonshire financial plan.
- Provide effective change management leadership and support so that the change vision is delivered using innovative solutions that harness the expertise, knowledge and creativity within all of the employees of Northamptonshire County Council and its partners.
- Ensure that Northamptonshire's Transformation Programme works closely to manage the dependencies upon the corporate support/enabling services and the Future Northants Integrated Programme.
- To represent and report upon the progress of transformation benefits realisation, risks and issues through the Council's governance structure including NLT, CLT, Cabinet, Council and Overview and Scrutiny Committee and provide regular updates as required by the Commissioners.
- To lead and direct the senior officers and managers that will report to this role, and to direct as required, any project resources that are located in Directorates through a matrix management approach.

Person Specification

The requirements for the role are outlined below which will be part of the selection.

Knowledge

- A management qualification at degree level and / or significant experience in organisational leadership and delivering successful transformation programmes.
- In depth understanding of change management strategies, techniques and programmes.
- Knowledge of innovative and future based commercial and commissioning solutions and sustainable business models.
- Knowledge and application of risk and issue management and resolution.
- A clear understanding of the professional and practice issues related to the delivery of the broad range of services relating to Environmental and Planning services, Capital Programme and Highways.

Experience

- Experience of negotiating and delivering the procurement of complex contracts.
- Experience of working at a senior level in a complex environment, managing multiple projects across a range of stakeholders.



- Experience of leading and delivering large scale transformational change and the ability to convey a compelling and engaging vision.
- Experience of translating strategy into delivery through plans, programmes, people and culture.
- Experience of implementing or working with innovative commissioning frameworks and approaches.
- Proven track record of strategically delivering change within environmental, transport and highways services.
- Significant previous experience of managing large and complex contracts to achieve value for money
- Evidence of proactively pursuing opportunities for further savings by effective contract and supplier management.

Skills

- Ability to work within a political environment.
- Ability to deliver major and complex change at pace, with resilience to work through obstacles and challenges.
- Ability to work positively with stakeholders to achieve outcomes and deliver change through people.
- Ability to effectively challenge delivery practices and develop policies and procedures that innovate and activate alternative delivery models that align to Northamptonshire's vision and strategy.
- Strong leadership credibility to ensure effective performance.
- Ability to drive business and cultural organisational change.
- Highly developed interpersonal, advocacy and effective communication skills to be able to work effectively with individuals and a range of stakeholders.
- Strong influencing, problem solving and negotiation skills.
- Strong commercial awareness and highly developed financial acumen to ensure delivery of savings and generation of income.
- Ability to provide challenge to organisational performance to achieve excellence.
- Ability to simplify and explain complex issues to a range of audiences.
- Ability to identify and implement effective systems to monitor performance.
- Ability to develop and encourage innovative ideas to drive improvement.
- Resilient, tenacious and outcome focussed.
- Ability to respond quickly and innovatively in order to manage and enhance the Council's reputation