Strategy and Programmes Lead

* Service area: Strategy and Programmes
* Grade: CO2
* Reports to: Chief Executive
* Your teams: Communications and Campaigns, Business efficiency, Strategy and Engagement, Equalities

Our mission

We are determined to create a more equal Islington, where everyone who lives here has an equal chance to thrive.

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out ‘CARE’, which is what we think public service is all about.

Key responsibilities

* Provide high level leadership in support of the Chief Executive and Corporate Management Team to drive strategic initiatives aimed at shaping the future shape and direction of the Council, including the delivery of the council’s existing 2030 plan.
* Lead the identification of and development of an ambitious programme of change focused on public sector reform aimed at optimising public services delivery and maximising the outcomes for our residents.
* Develop the Council’s policy and partnership approaches to ensure that we are at the forefront of reform and change with plans informed by community and partner engagement.
* Provide strategic leadership across the strategy, communications, equalities and change services ensuring a joined-up approach to the implementation of the council’s strategic objectives with clear performance indicators and outcomes. Lead on the development of the strategic capacity to deliver the council’s ambitions.
* Lead the development and execution of long-term strategic plans ensuring alignment with the council’s LGA Peer Review recommendations and consideration of the government’s new policy initiatives including the devolution agenda. Ensure continuous improvement and innovation in the strategic planning processes.
* Develop a clear set of outcomes for the council focused on impact for residents and develop creative approaches to measuring progress using both qualitative and quantitative data. Oversee corporate assurance including progress and delivery of key projects and programmes.
* Ensure the development of a governance approach and implementation programme for the delivery of the council’s Medium Term Financial Savings Plan and wider council change activities.
* Implement the corporate change framework and develop a corporate support offer that enables programmes of service redesign and implementation of organisational change.
* Ensure an effective communication of the council’s strategic initiatives and the wider council offer which is informed by and responsive to our diverse communities and our staff.
* Establish excellent working relationships with key internal and external stakeholders to ensure appropriate buy-in and engagement for the delivery of programmes of work.
* Ensure sound overall programme governance critically assessing relevant choices, identifying and realising programme benefits and ensuring risks and issues are proactively considered and managed.

Leadership

As a member of the council’s management team, to contribute proactively to the collective leadership for the council, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council’s objectives and priorities.

To drive positive cultural change, embodying and promoting the values and behaviours of the council and empowering staff to reach their full potential. Ensure that the performance and development framework is effective for all staff.

To lead on and ensure the effective implementation of corporate initiatives and transformation programmes that cut across the whole or part of the council’s activities.

Resources and Financial Management

Ensure effective Financial Management, cost controls and income maximisation in an ever changing environment, fluctuating demands and priorities. Ensure resources are well managed and effectively deployed to the best possible effects assuring value for money in all activities.

Compliance

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

Work style

**Roaming** - Medium presence, two days a week

​Colleagues whose activities are a mix of remotely and periodic onsite work and/or meetings with third parties and businesses, going on site visits, and occasional resident engagement.

Person specification

You should demonstrate on your application form how you meet the criteria. Please ensure you address all the criteria as this will be used to assess your suitability for the post.

Essential criteria

Qualifications

|  |  |  |
| --- | --- | --- |
| Essential criteria | Criteria description | Assessed by |
| E1 | Qualification in project management or relevant equivalent experience | Application |

Experience

|  |  |  |
| --- | --- | --- |
| Essential criteria | Criteria description | Assessed by |
| E2 | Extensive experience of providing high level leadership support to senior teams to develop and achieve strategic organisational objectives, driving delivery through the application of programme and project management approaches. | Application/ Interview |
| E3 | Experience of developing, communicating and implementing effective systems of performance and measurement to support outcomes. | Application/ Interview |
| E4 | Experience of building collaborative and effective working relationships with a wide variety of stakeholders including members, political stakeholders and subject matter experts. | Application/ Interview |
| E5 | A successful record of leading, motivating and managing a team to achieve continuous improvement and change. | Application/ Interview |
| E6 | Experience of implementing a change framework and enabling programmes of service redesign and implementation of organisational change. | Application/ Interview |

Skills

|  |  |  |
| --- | --- | --- |
| Essential criteria | Criteria description | Assessed by |
| E7 | National and local political awareness and knowledge, particularly in relation to key policy and legislative changes to public service delivery and reform, with experience of and the ability to translate this into local solutions. | Application/ Interview |
| E8 | Highly developed written and verbal communication skills, able to present complex information clearly to diverse stakeholder groups. | Application/ Interview |
| E9 | Highly developed interpersonal skills and influencing skills, capable of managing internal and external relationships with sensitivity and direction. | Application/ Interview |
| E10 | Ability to works with stakeholders to define the positive measurable outcomes from project-based work and link these through to long-term organisational goals. | Application/ Interview |

Special requirements of the post

|  |
| --- |
| Criteria description |
| This post is subject to the council’s policy on personal interest |

**Our a**ccreditations

Our accreditations include: the Healthy Workplace award; Timewise; London Living Wage Employer; Disability Confident Committed; The Mayor’s Good Work Standard; Stonewall Diversity Champion; and Time to Change.

