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| **Post title:** | **Chief Executive Officer** |
| **Date of issue:** | **May 2022** |

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| **Job Role Description** |
| The newly created North Yorkshire Council (April 2023) is the transformation and merger of the eight district, borough and county councils serving a population of 611,000 residents and aspires to:   * be a strong voice in the North, speaking out nationally for rural and coastal communities * develop and establish the new council bringing together the services in the best way for residents and businesses, making them even better * drive efficiency and deliver savings * unite North Yorkshire to operate at scale and sustainably, driving recovery from the pandemic * create a revolution in localism so communities have the funding and power to take action on what matters to them most in their area * build on the strong identity and global brand of North Yorkshire and what makes our county so great   You will lead the operations of new Council and with the executive secure a devolution deal for North Yorkshire and York. The additional investment unlocked through devolution will enable the region to become a carbon negative economy, where people with the skills and aspiration to reach their full potential can earn higher wages and live healthier lives in thriving communities.  As the Head of Paid Service, you will ensure that all local government services meet the diverse needs of our residents, communities, economy and visitors including; Children & Young People Services, Health & Adult Services, Housing, Economy, Leisure/Heritage, Business & Environmental Services, Strategic and Corporate support services.  As the eight councils merge to create the new Council, with the Council Executive you will shape the leadership structure of the council. As the Head of Paid Service, provide outstanding strategic and organisational leadership to create, embed and sustain the new Council.  You will work effectively with elected Members to establish the vision and strategic direction and ensure the Council is appropriately structured, managed and resourced. You will make sure that the Council operates within a strong and effective governance framework, ensuring the legality of the Council’s operations and decision making, effective record keeping for all decisions and the promotion of high ethical standards.  Act as an advocate for the Council at local, regional, and national level, enhancing the Council’s reputation and influence, for instance having a strong strategic influence within the Mayoral led Combined Authority. You will form robust strategic partnerships to deliver whole system and whole place leadership for North Yorkshire.  Undertake statutory duties as Head of Paid Service and properly exercise the authorities delegated to the role of Chief Executive Officer according to the Council’s Constitution including acting as Returning Officer and Electoral Registration Officer. Ensuring that all the Council and its subsidiaries statutory responsibilities are met.  In addition to being the Chief Executive for the North Yorkshire Council, you will be shareholder representative for the group of companies owned by the Council ensuring commercial growth and profitability alongside execution of the businesses statutory responsibilities and providing oversight and shareholder direction.  As the Chief Executive you will bring the drive and vision to propel us forward into our future by:   * Uniting services to deliver high performing, localised services for our residents, communities and visitors * Forming strong collaborative strategic partnerships, delivering whole system reform and maximising the integrated impact of public services * Further enhancing the renowned reputation North Yorkshire locally, nationally and internationally, holding influence externally to drive the best deal for North Yorkshire, securing greater investment for our area * Delivering strong, performance led strategic leadership with the highest levels of integrity -always doing the right thing for North Yorkshire, with strong moral purpose * Delivering commercial growth through Council services and Council owned Companies, developing and delivering solutions across sector boundaries * Leading with a focus on inclusivity so all the residents of North Yorkshire have a voice and have access to and receive effective personalised services, particularly those with complex needs, striving to ensure everyone has the best life chances, lives happy and healthy lives * Creating a region that thrives and delivers for its residents   To undertake such other duties as the Council may reasonably require. |

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| **Essential Criteria. To be successful in the role you will:** |
| * Have extensive experience of leading high performing large complex services to or within public sector, with the ability to successfully navigate local and national government and wider partnerships * Be able to operate at scale, across a complex and diverse landscape. North Yorkshire is geographically the largest county in the country, with a mix of deeply rural, coastal and market town communities, ranging from areas of deprivation to areas of affluence * Be politically astute- not only to deliver local government services but also to secure and deliver the best devolution deal for North Yorkshire * Be well networked, using your strong collaborative partnerships to secure support, hold influence and build reputation * Operate with the highest levels of integrity and strong moral purpose * Have well developed commercial and financial astuteness. This role requires you to drive forward a thriving economy for North Yorkshire, deliver effective services, provide strategic leadership and ensure our commercial businesses can grow * Have a legacy of leading high performing, robust services whilst leading with compassion * Be an inclusive leader, ensuring that everyone is heard, everyone belongs, and be resolute and brave in your ambition to stamp out injustice and prejudice |
| **To evidence the key criteria you will demonstrate:** |
| **Knowledge and Experience**   * Detailed knowledge and understanding of the workings of local government (directly or indirectly), major legislative changes and other issues affecting local government to ensure the effective delivery of services and maximum value for money. * Demonstrable and significant leadership and senior management experience in a complex political environment at Chief Officer or equivalent level in a large and complex local authority or major public sector organisation (directly or indirectly) with the ability to hold influence and navigate strategic partnerships. * Proven track record of significant achievement at a strategic and corporate level including formulation of corporate objectives, policies and strategies within a large multi-disciplined organisation with comparable scope, responsibilities, budgets and resources. * Experience of building and managing effective strategic partnerships across diverse sectors. |
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| **Occupational Skills**   * Have strategic vision and focus on performance with the ability to think creatively and innovatively to set challenging objectives and targets. * Determine and maintain the pace of change and deliver improved services within a pressurised and challenging financial context. * Have excellent financial management skills with the ability to interpret financial and management information and in a partnership context, ensure the delivery of council services within budget constraints. * Have outstanding diplomatic, leadership and influencing skills as an effective and persuasive communicator with the ability to relate to people at all levels within the council and externally, including the media, partners, government and other outside agencies. * Display commercial/business astuteness and entrepreneurialism; with the ability to gain and sustain community/customer confidence and deliver innovative solutions. * Demonstrate a high degree of political awareness and the ability to effectively advise and support Members and work closely with all councillors, local organisations and communities. |
| **Behaviours**   * Demonstrate a collaborative, inclusive personal style, highly effective interpersonal skills including strong emotional intelligence; and highly effective presentational skills. * Operate with the highest levels of integrity and a strong moral purpose and the ability to work within the constraints of a publicly funded service. * Ethical working |
| **Professional Qualifications**  Degree or recognised professional/management qualification or equivalent. |
| **Other Requirements**   * Be pro-active in anticipating and responding dynamically to the challenge of change, particularly in terms of efficiencies. * Show a commitment to the Council’s individual and partnership vision, objectives and key delivery targets. * Ability to travel across the County and nationally. * Ability to attend meetings outside of normal business hours |
| **Structure** |
| If successful the post holder will be instrumental in shaping the Senior Leadership Team for the Council, therefore the structure is not yet available. |