

Person Specification and Role Context – Deputy Chief Executive

The Deputy Chief Executive has a critical strategic role, working with the Chief Executive, setting the strategic direction of the Council. They will work corporately and collaboratively with the senior leadership team and with Members to deliver the Council's priorities, by ensuring the Council's aims and values are promoted and delivered by instilling in the leadership team a sense of positivity, purpose and responsibility. They will provide oversight and direction for all areas of Council business, with direct management responsibility for customer services, specialist advisory services and delivery and front line services. They will have a whole organisation responsibility for setting policy frameworks and objectives to ensure integration between functions and achievement of performance measures.

The post holder will provide a strong leadership role, working with the Chief Executive and Finance to ensure strong financial management arrangements are in place, owning and delegating significant financial budgets and resources, on behalf of the Council, that are focused to the delivery of outcomes in a manner which demonstrates value for money and compliance with relevant policies and guidelines.

The role is a key leadership function of the Council's Senior Management Team with ownership, commitment and leadership responsibilities for delivery of Council Strategies and Goals, including the concept of One Council, building a culture of high performance and accountability, that inspires people and supports the delivery of the Council's objectives. They will be required to translate these into ambitious and stretching targets that ensure best practice and added value.

This high profile post has a critical role in deputising for the Chief Executive as and when required in all necessary areas of Council business and acting as a strong and visible ambassador for the Council and the District.

The post holder will be required to regularly act as a senior policy advisor to Council Members, providing strategic advice, guidance and challenge and delivering impartial, objective and professional support and advice, including the Policy Committees and Scrutiny functions. They will be able to show a high level of political sensitivity and demonstrate evidence of using different influencing styles in effectively working with elected members. They will use their detailed understanding of the complexities of working within a political environment and the requisite negotiating skills to manage conflicting needs, providing effective and timely information and advice on policy options and professional matters.

The post has a considerable amount of personal accountability and responsibility – ensuring the effective and efficient delivery of all Council services, including an oversight for issues of safeguarding. They will also be accountable for performance management and review of all services.

They will lead the development of strategic relationships for the Council with a broad range of external organisations to enable the development and delivery of effective outcomes through collaborative, joined-up working. They will be required to provide professional, visible leadership for their own areas of responsibility and across the Council, ensuring that sufficient financial, human and other resources are available to discharge the authority's statutory functions. They will be accountable to the Chief Executive for its management, ensuring that it is effectively controlled. They provide a clear leadership focus within the Council and amongst various partners on developing improved outcomes for Ryedale.

The post holder will be accountable to the Chief Executive, the Leader, Council and relevant committees on all matters relating to the development and delivery of strategic priorities and objectives, services and performance. The post holder will need to set the strategy to develop and retain a highly motivated and professional workforce to deliver front line services and to deal swiftly and competently with poor performance or unprofessional conduct. To comply with statute, council standing orders, council policies and codes/ standards of conduct, leading by example and demonstrating high personal and professional standards of probity and integrity.

They will be able to develop, communicate and gain ownership for a clear vision and direction for the Service and in terms of the Council as a whole. They will need to encourage ideas and lead and champion innovation, in particular working across teams and with other partnerships to promote effective service delivery and a strong performance culture. They will need to ensure service plans are developed that facilitate the smooth and efficient running of the Council's day-to-day activities. They will be required to act as the accountable sponsor for strategic programmes and projects across the Council ensuring that they are initiated and governed in an effective manner in order to achieve their intended benefits and goals.

The post holder will need a high degree of knowledge and experience, with a strong portfolio of achievement and a successful track record in leadership, transformational change, decision making, policy implementation and performance measurement and management.