

## Commercial Core and Advice

These roles provide lead professional expertise and ensure the council gets the advice and support it needs. They also provide assurance that the Councils resources are used in the best interest of citizens. Roles at this level will lead a significant support function(s), strategic expertise area or complex corporate level projects.

## Generic Responsibilities

- Act as lead professional, lead a significant support function, strategic expertise area or complex corporate level project, developing medium term business plans driven from intelligence and aligned to the corporate strategy.
- Provide leadership for defined expertise/professional disciplines to ensure the Council accesses best practice and delivers quality, intelligence led outcomes for residents and customers.
- Lead, motivate and develop staff to create and support a culture of high quality performance, productivity and continuous improvement by developing ownership for problems, successes, goals, initiatives, people and results at the right levels.
- Support the development of intelligence led long term strategic plans and provide strategic leadership for a function/expertise area or project.
- Contribute to the delivery of corporate level objectives and to ensure that service outcomes for internal and external customers are delivered.
- Monitor performance and use customer and professional insight to influence development of service and business to ensure the service is anticipating and meeting customer needs (internal and external)

- Provide guidance and challenge to senior stakeholders including senior officers and elected members.
- Lead in identifying and advising/challenge/influence stakeholders on emerging functional trends, developments, issues, opportunities and innovations in order to support corporate level planning, policy setting and the delivery of improved service (function) outcomes.
- Lead, procure and source the right resource (people, financial etc) to commercially demonstrate value for money and ensure services are delivered within agreed financial parameters.
- Provide leadership of service development / delivery to ensure stakeholders are fully informed on risk in relation to non-compliance with relevant legislation, statutory duties and council policies (e.g. procurement, health and safety, risk management) , implementing changes/improvements where needed. To alert the appropriate body in the event of failure to abide by regulations and ensure that steps are taken to address.
- Play a key role across the city region as a Place Leader developing Kirklees as a key partner within it.

## Performance Measures

*To be developed.*

## Skills, Knowledge and Experience

- Experience of leading, managing and integrating a wide range of diverse, dynamic and complex services.
- Proven ability in driving performance and productivity, developing the performance of colleagues through ownership and accountability.
- Ability to build impactful group-wide relationships across diverse service areas.
- Ability to collaborate, persuade and influence at the highest internal level and at an executive level externally.
- Significant experience of strategic planning, improvement and implementation.
- Ability to translate complex problems into functional policy using intelligence to develop and evaluate options delivering a strategic impact.

## Behaviours and Expectations

The Council's Behaviours and Expectations will be tested throughout the selection process.