

# Senior Leader Role Profile

## Key Information

<b>Post Title:</b>	Chief Resilience Officer
<b>Date:</b>	December 2025
<b>Term:</b>	Temporary (to March 2028)
<b>Tier Level:</b>	One
<b>Reports to:</b>	This role is employed by the Cumbria Combined Authority, with day-to-day management provided by the Chief Executive, while formal reporting is to the Chair of the Cumbria Local Resilience Forum.

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## **Purpose of the Role**

As a member of the Cumbria Combined Authority's (CA) Senior Leadership Team, you will drive delivery of the Mayor's priorities from May 2027 and lead the CA's corporate and business objectives.

As Chief Resilience Officer (CRO) you will lead all aspects of how Cumbria is driven to become more resilient, strengthening accountability and integration of resilience into wider place-making policy. The role will be largely externally facing working collaboratively with the multi-agency Cumbria Local Resilience Forum to influence and drive change.

The post-holder will have oversight of a complex programme of activity leading on strategic planning and coordination to improve our ability to mitigate, withstand and recover from various shocks and stresses, including natural disasters, economic crises, public health emergencies, and climate change.

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## **Key Responsibilities**

### **Service Leadership and Management**

- Provide strategic accountability to the Local Resilience Forum by ensuring direct reporting to its Chair, enabling strengthened oversight of resilience activity across Cumbria.
- Lead and co-ordinate the development and implementation of a comprehensive resilience strategy tailored to the unique challenges faced by Cumbria.
- Provide leadership and strategic direction to ensure resilience is integrated throughout place-making policies across relevant organisations, including Local Plans. This will involve influencing local partners and working with policy makers from a wide range of organisations and partnerships.
- Foster and cultivate constructive relationships with a range of stakeholders at both a local and national level and provide strategic leadership, direction, and vision for the Cumbria Local Resilience Forum.

- Oversee the development of a performance monitoring framework for the Local Resilience Forum to make sure it is delivering better outcomes for the community of Cumbria. Develop appropriate reporting arrangements to Council senior leadership teams and elected members to improve accountability.
- Work to devolve appropriate decision-making to the lowest level so that identification, development, and monitoring of Local Resilience Forum activities meet the diverse needs of all sections of the community (including hard to reach and disadvantaged groups) and creates Whole of Society Resilience.
- Position the Local Resilience Forum at the centre of relevant networks and be at the front for opportunities for improving community resilience, therefore delivering the best outcomes for the residents of Cumbria.
- Inspire, motivate, and develop staff across all agencies, to create a modern, compassionate, and learning culture that enables staff to perform at their best and therefore both deliver excellent services to residents as well as retain and attract the best talent for the Local Resilience Forum.
- Understand the different needs of the communities within Cumbria, and foster collaboration to create solutions with key stakeholders, the voluntary and community sector, and statutory partners, to nurture Whole of Society Resilience where residents are empowered to shape the communities they want.
- Create and oversee the implementation of policies, initiatives, and programmes aimed at strengthening resilience, which may include infrastructure improvements, emergency response plans, climate adaptation measures, and economic diversification strategies.
- Proactively engage and encourage Local Resilience Forum partners to be innovative and collaborative to develop new approaches to tackling our resilience risks.
- Ensure consistency of leadership and alignment across the Local Resilience Forum by working within the governance arrangement whereby the Fire and Rescue Service Chairs the Forum for the duration of the Trailblazer Programme.
- Seek and secure funding opportunities, grants, and partnerships to support resilience projects and initiatives.
- Integrate sustainability practices into resilience planning to address long-term challenges, such as climate change and environmental degradation.

## Strategic Leadership

- Serve as a member of the CA's Senior Leadership Team, contributing to corporate strategy and organisational planning.
- Deliver the resilience elements of the CA Corporate Plan and support delivery of the new CA's operating model.
- Ensure values and behaviours are embedded across services.
- Lead the Combined Authority's Resilience Strategy, ensuring alignment with mayoral priorities, devolution powers, and regional economic needs.

- Provide authoritative advice to the Mayor, Chief Executive, and Combined Authority Board on resilience issues and opportunities.
- Drive performance improvement, setting clear targets and ensuring accountability.

### Partnerships

- Build, lead, and sustain strong relationships with local, regional, and national partners to support delivery of shared priorities and enhance the SA's influence.
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## Knowledge, Skills, and Experience

### Knowledge

- Strong knowledge of resilience, emergency planning, and the UK resilience framework, including Local Resilience Forums.
- Understanding of place-based resilience, climate adaptation, sustainability, and infrastructure risk.
- Knowledge of local government policy, planning and place-making, including Local Plans.
- Understanding of Whole of Society Resilience and community-led approaches.
- Knowledge of public-sector governance, performance, and funding.
- In-depth understanding of regulations/legislation, community and voluntary sector development, and social inclusion, with a thorough understanding of national and local government developments, policy, and emerging trends.
- Strong organisational and political acumen, with the ability to work with elected Members and interest groups to build consensus and shape services.
- Degree and post graduate qualifications in relevant disciplines, and/or leadership and management qualifications with demonstrable continuing professional development.

### Skills

- Strategic leadership across multi-agency partnerships without direct authority.
- Strong influencing, collaboration, and stakeholder management skills.
- Ability to embed resilience into policy, planning and service delivery.
- Effective performance management and reporting to senior leaders and elected members.
- Strong community engagement and co-design skills, including with disadvantaged groups.
- Inspirational people leadership, fostering a learning and inclusive culture.
- Ability to secure funding and partnerships to support resilience initiatives.
- Clear, confident communication at senior and community levels.

## Experience

- Senior leadership experience in resilience, emergency planning, climate adaptation, or related fields.
  - Experience coordinating or leading Local Resilience Forum or equivalent partnerships.
  - Seasoned professional in community engagement and empowerment, with experience of delivering community services and with a breadth of understanding of all areas that the role covers.
  - Experience of developing and shaping a new countywide strategy and objectives, covering a range of services and activities that have shared objectives.
  - Experience of leading a function or department within a complex and diverse organisation.
  - Experience of creating long lasting relationships and being able to work across departmental and organisational boundaries to collaborate with and influence key stakeholders, building support for ideas and initiatives behind the scenes to support the implementation of solutions across other public bodies, government, the private sector and the third sector.
  - Experience of governance, performance reporting, and accountability.
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## Other Requirements

- Ability to work the hours that are reasonable and necessary to fulfil the requirements of the post, including some out of hours working at either evenings or weekends.
  - Ability to travel across Westmorland and Furness and Cumberland and attend meetings outside of the region.
  - This is a politically restricted post as defined by the Local Government and Housing Act 1989.
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## Context and Scope

The purpose of the *Trailblazers* programme is to strengthen Resilience and align with national policy.

The objectives set by the Ministry for Housing Communities and Local Government (MHCLG) for the *Trailblazer* programme are summarised in the Grant Determination letter (April 2025):

- Strengthened strategic leadership of multi-agency activity to increase the resilience of the local area.
- Strengthened accountability of multi-agency resilience prevention, preparation, and recovery activity to the democratically elected leadership of the local area.
- Strengthened integration of resilience into wider local policy making, so the resilience of the local area becomes an integral part of the delivery of local priorities.

Cumbria has been awarded up to £1.2m of grant funding from MHCLG.