

Senior Leader Post Specification

Post Specification - Key Information

- **Post Title:** Director – Resources (Chief Finance Officer S151)
- **Date:** 10/01/2025 – *Transferred to new template*
- **Tier Level:** Tier 2

Purpose of this Post

As a member of the Senior Leadership Team, the role holder will provide leadership, direction and insight to shape and develop a high performing, efficient, enabling and fair Council; developing the Council's priorities and strategy using available resources to deliver excellent and inclusive services that empower the residents and communities of Westmorland and Furness to thrive and flourish.

Key Job Specific Accountabilities

- Be an active member of the Senior Leadership Team, contributing to strategic corporate planning and working to shape and develop an innovative, ambitious and inclusive new Council that delivers excellent public services for W&F residents and communities.
- Exercise the statutory responsibilities as the S151 officer of the authority and the principal advisor on all financial services to Members, officers and partner.
- Lead the strategic development of a range of services and functions (that will change and adapt as the Council evolves and matures) including:
 - Strengthening the strategic and operational financial leadership of the Council through medium term financial planning and budgetary control overseeing the Council's annual budget and leading the revenue and benefits service.
 - Being the 'administering authority' and manage the Pension Fund for members of the Local Government Pension Scheme (LGPS) across Westmorland & Furness and Cumberland
 - The development, coordination, and implementation of a corporate commissioning framework, ensuring robust contracting and service level agreements together with compliance monitoring arrangements for all commissioned services.
 - Managing and maintaining all the Council's assets and fleet ensuring the delivery of a reliable service to customers while managing capital improvement programmes across the locality.
- Work with the other Departments to remove barriers and enable staff to be imaginative and innovative, collaborating with stakeholders across departmental and organisational boundaries to support the design of joined-up services that are efficient, effective and enable residents and communities to thrive.
- Ensure the development and implementation of directorate and functional strategies, plans, objectives, policies, systems and processes, ensuring that they are coherent and integrated to deliver council priorities, and that they are compliant with external legislative and regulatory frameworks.

- Inspire, motivate and develop directorate leaders and staff, 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 Council.
- Ensure the directorate uses all available resources in the most efficient and effective way that represents excellent value for money, managing Directorate budgets and ensuring services are continuously improved to see if they can be delivered in a more cost effective and streamlined way.
- Identify trends and developments in the sector and beyond, anticipating future issues, promoting innovative and creative new approaches that illustrate an understanding of the 'system wide picture', and positively challenging current thinking to deliver an outstanding experience for all of W&F.
- Foster and cultivate long term constructive relationships and partnerships with a range of stakeholders at a local, national and international level, to position W&F at the centre of relevant networks and systems working across the region and be at the front for opportunities from new government initiatives and funding opportunities, therefore delivering the best outcomes for the residents of W&F.
- Support the Cabinet and Members in translating their political objectives and priorities into coherent initiatives to support the delivery of services across Cumberland, working within the appropriate governance structures, aligning services that provide enabling services to customer facing services.

Knowledge / Skills / Experience required

- A fully qualified accountant and member of a CCAB body with extensive demonstrable Continuous Professional Development with significant knowledge and experience of Local Government finance.
- Excellent commercial acumen and financial management skills.
- Experience of leading a large directorate within a complex and diverse organisation and leading within an environment of constant change and transformation, bringing the workforce with you.
- Significant experience of leading diverse and multifaceted teams (both political and officer) at a senior level, bringing activities together to achieve an aligned objective.
- Evidence of empowering staff, residents and stakeholders to cultivate an enterprising, modern, agile culture, which delivers outstanding outcomes through a variety of mechanisms.
- Degree and post graduate qualifications (or willing to work towards a post graduate qualification if not already gained) in relevant disciplines, and/or leadership and management qualifications.
- In-depth understanding of regulations/legislation and best practice across Local Government finance and one or more of commissioning and procurement and Asset management and capital programmes, with comprehensive understanding of national and local government developments, policy, and emerging trends.
- Able to use deep personal understanding of the agendas or motivations of others in order to keep them positively engaged.

- Able to foster an innovative mindset that drives an ambitious and inclusive way of working and empower staff to see continuous learning as a positive that drives better solutions and outcomes.
- Excellent knowledge of the impact of underlying demographic, social or political drivers, and strong understanding of the formal and informal politics at the regional and national level and what this means for the Council.
- Experience of forging partnerships and creating long lasting relationships and being able to work across organisational boundaries to collaborate with and influence key stakeholders, building support for ideas and initiatives behind the scenes to enable the implementation of solutions across other public bodies, government, the private sector and the third sector.

Context and Scope

As a relatively new unitary Council, the post holder will need to make a significant strategic contribution to shaping the organisation to deliver modern, agile, inclusive services and outcomes for the residents and communities across W&F.

The role holder is part of the senior leadership working to create a safe and inclusive working environment that provides staff with the confidence to continue to deliver services during the transformation of W&F council from the LGR transfer.

As a strategic leader in this organisation, the post holder will need to thrive in an environment of constant change and some ambiguity. There will be a need to be both stable (resilient, reliable, and efficient) to keep delivering safe and effective services and dynamic (agile, nimble, and adaptive) to transform and continually learn and develop.

The role requires an inspirational, imaginative change leader, to flourish in an environment that will need to be responsive, flexible and adaptive to internal and external change and able to act at more pace when necessary while retaining stability and strong governance

Traits, Motives and Competencies

Cultivate Innovation

Creating new and better ways for the organisation to be successful.

Customer Focus

Building strong customer relationships and delivering customer-centric solutions.

Manages Complexity

Making sense of complex, high quality, and sometimes contradictory information to effectively solve problems.

Demonstrates Self-Awareness

Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses.

Manages Ambiguity

Operating effectively, even when things are not certain, or the way forward is not clear.

Instils Trust

Gaining the confidence and trust of others through honesty, integrity, and authenticity.

Action Oriented

Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm.

Plans and aligns

Plans and prioritises work to meet commitments aligned with Council goals.

Ensures Accountability

Holding self and others accountable to meet commitments.

Drives Vision and Purpose

Painting a compelling picture of the vision and strategy that motivates others to action.

Collaborates

Building partnerships and working collaboratively with others to meet shared objectives.

Values Differences

Recognising the value that different perspectives and cultures bring to an organisation.