

# Senior Leader Post Specification

## Post Specification - Key Information

- **Post Title:** Programme Director – Team Barrow
- **Date:** 14/07/2025
- **Tier Level:** Tier 3, Level 3

## Purpose of this Post

The purpose of the role is to lead the Programme Management Office (PMO), advising the Board on overall strategy and need to enable transformation of Barrow in support of the Plan for Barrow and the Government's missions. The role involves close working with the council as the accountable body for Barrow Delivery Board and in driving and managing progress on activity through its oversight role and tracking, monitoring and reporting to the Board on risks and opportunities.

## Key Job Specific Accountabilities

- Lead and coordinate activity within the PMO working with the accountable body and delivery partners to support Barrow Delivery Board.
- Advising the Board on overall strategy and need, to enable transformation of Barrow in support of the outcomes, driving and managing progress on benefits realisation. This includes advising on how best to secure additional private and public sector investment in realisation of the ambitions in the Plan for Barrow.
- Providing recommendations to the Board on initiatives and use of the Barrow Transformation Fund and ensuring effective decision making in line with good governance and standards in relation to the use of public funding.
- Tracking, monitoring and evaluating use and allocations of the Fund and assessing the cumulative impact and effectiveness, advising the Board of this and writing the spending plans which describe the planned use of the Fund for submission to HM Government.
- Providing a high-quality Secretariat function to the Board that includes regular reporting on progress, risks and opportunities.
- Undertaking proactive communications and stakeholder engagement in support of the overall purpose of the Delivery Board.
- Ensuring appropriate governance, due diligence and compliance with public sector regulations and legislation in the management of public funds, including the requirements set out in the Assurance Framework and ensuring annual updates of the Assurance Framework and any governance structures.
- Considering future Delivery Vehicles and advising the Board on this matter, considering the Board's effectiveness and implementing improvements over time.
- Foster and cultivate long term constructive relationships with a range of stakeholders at both a local and national level, to position Team Barrow at the centre of relevant networks and be at the front for opportunities from new government initiatives and funding opportunities, therefore delivering the best outcomes for the residents of Barrow.
- Ensuring adequate staff resources are in place and budgeted for within the PMO, including securing other external funds to support posts.
- Work alongside residents and community groups to put community outcomes at the heart of investment across Barrow.

- Work with the relevant Cabinet and Locality Board Members to provide advice, guidance, clarity and to report on opportunities, key issues, risks and decisions in relation to Barrow Delivery Board.

### **Knowledge / Skills / Experience required**

- An experienced professional in the areas that cover Regeneration, Inclusive Growth and Programme Management, with a breadth of understanding of all areas that the role covers, and strong knowledge of the local economy and its opportunities and challenges.
- Demonstrable experience of translating strategic vision and priorities into delivery.
- Understanding of regulations/legislation and best practice in economic development, regeneration, skills, assets, infrastructure, securing investment, housing and planning with a thorough understanding of national and local government developments, policy, and emerging trends.
- Able to use leadership skills to build an 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.
- 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 (or willing to work towards a post graduate qualification if not already gained) in relevant disciplines, and/or leadership and management qualifications with demonstrable continuing professional development.
- 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.
- Excellent political, commercial acumen and financial management skills.

### **Context and Scope**

Team Barrow is a collaborative partnership between the council, central government and BAE Systems set up to deliver against two core outcomes:

- Enable and sustain the Defence Nuclear Enterprise in Barrow efficiently and securely
- Diversity and strengthen Barrow's economy and increase productivity

The Barrow Delivery Board has agreed an ambitious 10 year Plan for Barrow to deliver against these two outcomes. The Team Barrow PMO, reporting to the Barrow Delivery Board, is responsible for facilitating and enabling delivery of an ambitious investment programme that includes the £200m Barrow Transformation Fund in order to realise the ambitions set out in the Plan for Barrow.

Please note, this is a politically restricted post.

### **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

### **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.

### **Ensures Accountability**

Holding self and others accountable to meet commitments.

### **Optimises Work Processes**

Knowing the most effective and efficient processes to get things done, with a focus on continuous improvement.

### **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.

### **Builds Effective Teams**

Building strong-identity teams that apply their diverse skills and perspectives to achieve common goals.