

# Chief Executive

## Role profile

**Service:** Salford City Council

**Reporting to:** City Mayor

**Grade:** c JNC for Chief Executives

**Location:** Salford Civic Centre

**Salary:** £157,797 - £164,108

## About the role

- You will provide visible strategic and organisational leadership, actively and effectively promoting the Council's vision, values and priorities to partners, regional, national and local stakeholders, employees and residents.
- You will work in partnership with, and as principal advisor to the City Mayor, the Mayoral team and wider group of councillors to develop and deliver their vision for the city and ambitions for its communities.
- You will be an active partner within the Greater Manchester Combined Authority (GMCA), shaping the GM public service reform approach and taking the lead on specific portfolios as appropriate.
- You will develop strong, trusting and resilient relationships and partnerships with stakeholders at all levels in the public, private, community and voluntary sector.
- You will provide strategic system leadership across our partnerships within the city and the region across all public services.
- You will undertake the functions of the Head of Paid Service in accordance with Section 4 of the Local Government and Housing Act, 1989, including promoting the effective, economic and efficient deployment of the Council's resources.
- You will be the overall budget holder for the council and will be responsible for managing this and the council's ability to deliver its plans.
- Ensure the efficient and innovative management of all resources - people, financial, digital, land, property and commercial to optimise the council's organisational capacity and effectiveness, including collaborating with others to deliver positive service outcomes and respond to changing needs.
- You will lead and develop a strong and integrated Corporate Management Team and provide clear accountability for the delivery of and monitoring of the council's plans.
- You will ensure that the council's governance arrangements are robust and effective.
- As the Returning Officer you will ensure the proper running of Local, Parliamentary and Mayoral elections on behalf of the Council.
- Lead and achieve a people-centred, values based and inclusive organisational culture that promotes innovation and creativity, nurtures growth and focuses on developing and maximising potential to improve services.
- Through personal example, commitment and action develop an inclusive, supportive and constructive environment where everyone is treated with dignity and respect and diversity is valued in the workplace, in service delivery and communications.
- You will be a visible leader and ambassador for the city promoting Salford as a place to live, work, invest learn and play.

## Key outcomes

- You will provide the leadership, vision and strategic direction to deliver the city council's vision for a better and fairer Salford for all and the Great 8 Mayoral priorities.
- Develop a strong, trusted working relationship with the City Mayor to provide shared leadership for the delivery of the Mayoral priorities.
- Working in partnership with the City Mayor and Mayoral team, councillors the corporate management team, employees and partners you will ensure that the council ambitions are converted into strategies and plans to deliver positive outcomes for our residents and communities.
- Lead on the delivery of the continued regeneration, economic development and inward investment to the city.
- Represent and promote Salford's interests and act as an advocate for the council and the city within the city region and nationally.
- Develop and maintain the wider networks and partnerships the council needs to deliver its civic leadership role and, working with key anchor institutions, promote the economic, social and environmental well-being of the city's residents and communities.
- You will continue to lead the council's response and recovery plans for the ongoing global pandemic to safeguard our workforce, residents and wider communities and build back a better fairer Salford.
- As the Returning Officer you will successfully ensure the proper running of the all-out Local, Mayoral and Regional Mayoral elections on behalf of the Council.
- Through our established approach to change continue to lead on organisational and service level redesign to ensure that the city maximises the use of its assets and resources to maintain and enhance service provision in the face of a challenging local government financial environment.
- Through the corporate leadership team and managers, co-ordinate the activities of the council and motivate our people to innovate and improve how we do things and achieve their full potential.

## What we need from you

- Proven achievement of leadership success within a large complex organisation with comparable scope of social impact, resource and accountability.
- Evidence of success in personally leading the development of external relationships and influential partnerships that have delivered tangible benefits and created a collaborative environment.
- Evidence of personally leading an organisational culture that models and embeds the practice of co-design and co-production and collaboration with people inside and outside the organisation.
- Experience of leading major change that challenges existing ways of working, and forms of service delivery providing better outcomes for citizens.
- Evidence of using strong option appraisal, analytical skills and innovation to achieve organisational success in an environment of reducing financial resources.
- Demonstrable knowledge and insight into the current challenges and opportunities of the changing relationships between communities, public services and local authorities.
- Politically astute with a thorough understanding of working within an elected mayor model of governance.
- Ability to operate sensitively in a political environment, developing relationships with all members gaining respect, trust and confidence.
- Ability to provide effective strategic advice and support to the City Mayor on economic development and regeneration strategy with a primary focus on maximising inward investment and local economic growth.
- Ability to develop long term strategic thinking and bring new ideas, approaches and solutions.
- Skilled communicator who communicates with clarity, conviction and enthusiasm and can demonstrate integrity, create rapport and build trust and confidence to positively influence outcomes.
- Ability to translate complex ideas and information into meaningful and 'user-friendly' information; 'tells the story' to bring people along and ensure all audiences understand the key messages.
- Ability to develop strong relationships with senior leaders from a range of public and private sector organisations.
- Ability to provide visible and supportive leadership, empowering, enabling, motivating and developing the workforce and fostering a positive organisational culture.
- Personal and professional integrity and credibility that establishes respect, trust and confidence.
- Demonstrates personal resilience and ability to thrive in challenging circumstances.
- To demonstrate personal leadership qualities – be inspirational, collaborative and creative in solution development; show ambition and drive for the city and its people; be people centred and values based showing integrity, kindness and compassion for others.
- Models and demonstrates the City Council's values and leadership behaviours, creating a shared purpose and positive permission culture that enables people to thrive through development, involvement and well-being.

## Our priorities

# Creating a better and fairer Salford with the Great Eight

We all have a vital role to play in providing a range of services across Salford. We want to make a real difference to the lives of Salford people. Our vision is to create a better and fairer Salford and provide the best possible quality of life for the people of the city.

[yourzone.salford.gov.uk/thegreateight](http://yourzone.salford.gov.uk/thegreateight)



## Our values

Salford City Council

# Our values

## Pride

I'm proud of and committed to our city, its people, our work, and I demonstrate the 'Spirit of Salford' in everything I do.

## Passion

I am optimistic and ambitious for the city and its people, being creative and positive about change and making the most of opportunities.

## People

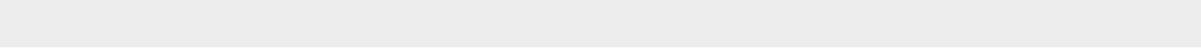
I respect and care for others, treating everyone fairly, listening and acting on the things people say.

## Personal responsibility

I am honest, taking responsibility and ownership for my actions and decisions and using resources that I am trusted with wisely.

[intranet.salford.gov.uk/ourvalues](http://intranet.salford.gov.uk/ourvalues)

Spirit of Salford



## **Application guidance**

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The 'key outcomes', 'what we need from you' and 'our leadership behaviours' sections of the role profile are there to give you an understanding of what we would like to see reflected in your application.