

# Strategic Lead for Local Government Reorganisation and Devolution

## Grade 16

### **Our Vision**

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

### **Our Outcomes**

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

### **Our Values**

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- **Ambitious** – We are ambitious for our communities and the people of Staffordshire
- **Courageous** – We recognise our challenges and are prepared to make courageous decisions
- **Empowering** – We empower and support our people by giving them the opportunity to do their jobs well.

### **About the Service and role.**

The Transformation Directorate was formed April 2025 in response to the Government Devolution White Paper.

Staffordshire County Council's Strategic Lead for LGR and Devolution is a key individual within the Transformation Directorate and wider council. They are an important influencer and adviser within the County Council and a leader within the wider

Staffordshire public sector. They are responsible for working collaboratively to support the County Council's administration, the Chief Executive and Senior Leadership Team (SLT) to deliver improved outcomes for Staffordshire.

The role will take a lead in the implementation stage of LGR on behalf of Staffordshire County Council working closely with colleagues in the Transformation Directorate and the whole council.

It will also take a lead role in the implementation of a Strategic Authority on behalf of Staffordshire County Council, working with a broad range of strategic partners across Staffordshire and Stoke on Trent and extremely closely with the Economy, infrastructure and skills department.

The role will also ensure that the Council has the skills and resources needed to successfully transform and implement to the new unitary councils successfully.

The role will provide compelling visionary leadership with regards to the recent government devolution white paper [English Devolution White Paper - GOV.UK](#)

The role will be a part of the Transformation Directorates leadership team and a member of the Wider Leadership Team within Staffordshire County Council.

## **Reporting Relationships**

**Responsible to:** Director for Transformation

**Responsible for:** Matrix management of staff within the Transformation Directorate and Economy, Infrastructure and skills.

## **Key Accountabilities:**

1. Provide strategic direction and leadership on behalf of Staffordshire County Council for LGR portfolio of programmes to build the right foundations for the future success of local government.
2. Lead complex change within a changing policy landscape ensuring the successful delivery of agreed devolution programmes, projects and related activities, within defined cost / savings, time and quality requirements on behalf of the county council.

3. Build and manage influential relationships with national, regional and local stakeholders and partners to ensure alignment of the portfolio across local and national partners.
4. Work across services to evaluate, prioritise and progress devolution opportunities that benefit all parties, manage negotiations and seek resolutions, within the organisation and with external stakeholders.
5. Work collaboratively to find pragmatic solutions by understanding interdependencies and potential conflicts between different priorities and policies. Providing challenge where behaviours / ways of working are not in line with agreed ways of working principles for the portfolio.
6. Co-ordinate with a diverse range of senior public reform stakeholders, bringing in local government officer expertise and perspectives to improve and strengthen creativity of policy making and outcomes.
7. Lead, empower and drive culture change through the matrix management and / or direct management of teams.
8. Responsible for forecasting and obtaining agreement of the future staffing requirements for Local Government Reorganisation and Devolution to ensure a safe, legal and well-planned transition to the new operating model, minimising service disruption and maintaining a focus on improved outcomes and long-term sustainability.
9. Establish and/or manage devolution processes and governance arrangements, including risk and opportunity management, impact and benefit assessment, ensuring alignment with strategic objectives.
10. Manage the production and maintenance of key documentation (business cases, board reports, briefings and impact assessments) and ensure programme reporting requirements are met, delivered on time, to agreed standards, communicating high-impact issues through appropriate channels for resolution.

11. Influence senior stakeholders, programme teams, elected members, and external partners to drive forward activities and provide critical assurance on delivery in line with the implementation plan and outcomes (financial and non-financial).

### **Other Information**

This post attracts a car user allowance of £4,395 per annum

The post holder will need to meet the travel requirements of the role locally / regionally / nationally.

This is a Politically Restricted Post under the Local Government and Housing Act 1989 and subsequent amendments introduced by the Local Democracy, Economic Development and Construction Act 2009.

### **Professional Accountabilities:**

The post holder is required to contribute to the achievement of the Council objectives through:

#### **Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

#### **People Management**

Engaging with People Management policies and processes

#### **Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

#### **Environment**

Deliver a reduction in the Councils' environmental impact through a proactive focus on key priorities to support the economy, nature and communities.

**Health and Safety**

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.

**Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.


The content of this Job Description and Person Specification will be reviewed on a regular basis.







**Person Specification**



A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

<b>Minimum Criteria for Disability Confident</b>  <b>Scheme *</b>	<b>Criteria</b>	<b>Measured by</b>
	<p><b>Qualifications/Professional membership</b></p> <p>Degree or equivalent level qualification or relevant public sector management experience.</p>	<p>A</p>

	<p><b>Knowledge and Experience</b></p>	
	<p>Proven track record of leading and managing a complex public sector function.</p>	<p>A &amp; I</p>
	<p>A demonstrable understanding of the political context of service delivery and its challenges in the public sector.</p>	<p>A &amp; I</p>
	<p>Substantial experience of creating and maintaining effective and influential networks that work collaboratively to shape and deliver better outcomes for residents.</p>	<p>A &amp; I</p>
	<p>Significant experience of successfully leading, developing and implementing corporate strategies and change in a large, complex public sector organisation.</p>	<p>A &amp; I</p>
	<p>A detailed understanding of the public sector reform agenda and a track record of shaping and implementing local strategies and solutions.</p>	<p>A &amp; I</p>
	<p>Significant corporate leadership and management experience and the ability to lead, empower and drive culture change and transformation working</p>	<p>A &amp; I</p>

	<b>Skills</b>	
	<p>Ability to evaluate performance routinely and regularly across the services</p>	<p>A &amp; I</p>
	<p>Highly developed communication skills and skilled at influencing and negotiating at the highest levels to deliver change and improvement</p>	<p>A &amp; I</p>
	<p>Flexible and adaptive leadership approach that is genuinely interested and curious about others and what motivates / drives people</p>	<p>A &amp; I</p>
	<p>Ability to 'cut through the noise' to identify what the 'real' priorities are and harnesses key talent and capacity to deliver this</p>	<p>A &amp; I</p>
	<p>Invigorates and refreshes people through continuous improvement and transformation</p>	<p>A &amp; I</p>
	<p>Visible presence and influence in the places that matter most, to secure outcomes</p>	<p>A &amp; I</p>
	<p>Creates collaboration and commitment, through a diplomatic and engaging style whilst comfortably holding others to account</p>	<p>A &amp; I</p>
	<p>Believes in the art of possible, not the actions of the past – actively challenges and motivates others to be their best all of the time – accepts failure and success as learning.</p>	<p>A &amp; I</p>



\*If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their

application form, they will be guaranteed an interview. This scheme will also apply to Care Leavers and Armed Forces/Veterans.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job Centre Plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting  
Talent & Resourcing Team 01785 278300