Strategic Finance Business Partner Grade 14

**Our Vision** 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 citizens
* 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

The Finance Directorate provides a range of services to the county council with the aim of providing strategic financial advice, securing stewardship, supporting effective decision making and enabling effective financial management

The Decision Making Support Service is a key player, to enable the organisation to make the right decisions, to achieve outcomes.

**About the Role**

Reporting Relationships

Responsible to: Assistant Director of Finance (Deputy 151)

Responsible for: Senior Finance Business Partners, Business Partners & Other Finance Staff for a Business Area, Partnership, Company or complex project

Key Accountabilities:

1. Influence internal/external partner stakeholders at a senior leadership team level and/or through members/portfolio leads, as a ‘peer’ acting in a ‘client’ type approach, ensuring the organisation makes the right decisions to achieve its outcomes.
2. Reporting to the Assistant Director of Finance and as a senior member of the finance team, be jointly responsible for the outcomes of the accountancy division, providing challenge and leadership across the team, either directly or indirectly through decisions made and through being able to implement the functions operating model.
3. Lead the provision of strategic financial insight in shaping organisational strategy and major transformations to achieve corporate outcomes; generating options or scenarios as required. Direct the focus on value for money, return on investment, income generation, market analysis, supplier assessment, investment appraisal and robust business cases.
4. Accountable as the ‘finance expert’ to oversee the senior finance business partners role in cross functional working groups, set up to lead on strategic project work to realise MTFS savings recognising this may impact on the whole workforce/conflict with different functional priority outcomes.
5. Responsible for provision of ‘commercial thinking’ in financial strategy decisions taken as part of the Council’s business plan; influencing and challenging decision making through stakeholder engagement, internally, externally and with partners/members.
6. Oversee the development and implementation of standards and processes for Decision Making Support Services, including performance indicators; monitoring performance against these.
7. Accountable for the setting and management of budgets with strategic leads and members for a wide and complex range of activities, including high value, high risk services, partnerships, multi-agency and joint ventures, to ensure achievement of strategic business plan outcomes.
8. Hold strategic leaders, including members to account for budget management and outcomes, providing strategic challenge and supporting evidence to Assistant Directors or strategic leaders to identify risks, opportunities and potential efficiency savings.
9. Engage with and influence partner organisations to maximise the impact of public funding on achieving the joint strategic outcomes and drive-up budget performance by applying qualitative and quantitative techniques to monitor, analyse and interpret financial performance against plan; proposing corrective action when required.
10. Work with strategic leaders in analysing major business cases, to ensure that rationale, evidence options and impact are realistically addressed.
11. Monitor and challenge the financial aspects of procurement, tender specifications, partnership arrangements and evaluation of contract outcomes and ensure the implementation of the corporate culture in this service through appropriate team and individual outcomes, behaviours and learning plans, co-ordinated through We Talk Performance Conversations.
12. Deputise for the Assistant Director of Finance as required.

**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.

**Climate Change**

Delivering energy conservation practices in line with the Council’s climate change strategy.

**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

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| **Minimum Criteria for Disability Confident****Scheme \*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications/Professional membership*** Membership of a CCAB body, preferably CIPFA.
 | A/I/T |
| **employer_small** | **Knowledge and Experience*** Minimum of 5 years post qualified experience, including responsibility for delivery of high quality financial services at a strategic level through a team.
* Experience of influencing strategy at a senior level through stakeholder engagement, both internally, externally and through members
* Experience of formulating and implementing financial strategies in conjunction with members, directors, and/or strategic commissioners.
* Experience of providing challenge and commercial perspective in strategic analysis and decision making at a senior level.
* Political awareness and sensitivity coupled with a high degree of integrity and professional standards.
* Thorough understanding of accounting standards and modern budgeting and financial management tools and approaches.
* Understanding of the national and local financial and legal framework within which local authorities operate.
* Experience of analysing the external business and economic environment to inform strategic financial planning and resource allocation.
* Awareness of significant issues facing local government, particularly those involving significant financial implications.
* Knowledge and understanding of the statute, codes of practice and other rules in respect of Local Government Finance and the ability to interpret and apply them.
* Evidence of maintaining personal professional development in accountancy practice and techniques and supporting that of colleagues.
* Knowledge of corporate and commercial governance systems
 | A/I/T |
| **employer_small** | **Skills*** Able to supervise staff i.e. develop work plans, prioritise work and monitor outcomes.
* Ability to think strategically and provide strategic challenge to others.
* Ability to be analytical and to think laterally and creatively to solve complex problems and challenges.
* Ability to effectively develop, monitor and constructively challenge financial strategies, taking into account financial or business risk.
* Ability to build strong influential relationships with strategic leaders and a variety of stakeholders at all levels.
* Ability to maintain standards within the finance community by implementing benchmarking and best practice.
* Ability to lead and motivate others, inspire change and improvement; delegate and manage resources and people.
* Ability to plan, manage and deliver programmes of work on time and to specification, and to keep abreast of new and innovative approaches in accounting and financial management.
* Ability to communicate complex technical information clearly and simply in written reports or presentations.
* A high level of interpersonal and negotiating skills, including evidence of interaction with senior managers and external agencies.
* Commercial awareness and ability to support the design of external trading proposals.
* Ability to inspire confidence and engender consensus and commitment among members, strategic leaders and colleagues.
 | A/I/T |

**** 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.

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