

Head of Policy and Partnerships

This role will lead on ensuring the council has a robust policy framework built around our Corporate Plan. It will lead on supporting and developing strategic partnerships, developing and implementing cross-cutting strategy and leading the development of the Council's relationship with our many diverse communities and our vibrant Voluntary sector. This role will have a key part to play on promoting our equalities and diversity objectives.

It will support the Executive Director for the Gateway, Strategy and Engagement department who are leading on the development of locality based services that are designed for local need and embed and build on the gateway principals, placing residents at the heart of each service. They will lead on aligning strategy and policy to the council's priorities, strengthening partnerships.

The postholder will ensure the organisation develops a strategic approach to policy development that ensures the Council and the borough are well positioned to take advantage of burgeoning opportunities and that the potential impact of changes in the policy environment, principally from National Government and the Mayor are well understood. This will include influencing and contributing to the national government and the GLA agenda, as appropriate..

The role will be the lead on ensuring we have a true partnership with the voluntary sector and will lead on ensuring we have an effective Local Strategic Partnership (LSP)

This role will work with the Executive Leadership team of the council to facilitate progress and monitoring of the Council's Corporate Plan, department plans and other activities of the Council.

This role will play a key role in leading and delivering departmental objectives. Each member of the DLT will be responsible for the technical delivery of their roles and the corporate competencies, while living and promoting the corporate values through their day-to-day work.

Grade:	CSRB
Reports to:	Executive Director, Gateway, Strategy and Engagement
Responsibility for:	Strategy and Policy development LSP and partnership support Voluntary sector relationship and grants programme

Statutory Responsibilities:

This role has no assigned statutory responsibilities

Political Restrictions:

This post is politically restricted and under the Local Government and Housing Act 1989, as amended by the Local Democracy, Economic Development and Construction Act 2009 and the post holder may not have any active political role either in or outside the work.

Delegated Authority:

N/A

Key Outcomes:

- To ensure that the local authority is embracing national and regional policy changes and influencing effectively
- To ensure that communities are at the heart of our cultural offer and regeneration
- To ensure that the Corporate Plan is a living document
- To create a place that communities are proud of and want to look after as their neighbourhood
- To drive fairness for all communities, people and places
- To be open and transparent and put communities at the heart of decision-making

Key Deliverables and Responsibilities:

- To proactively co-ordinate the Council's response to national and regional agenda changes and opportunities facilitating policy consultation and the appropriate response both politically and organisationally.
- To develop and co-ordinate the strategy framework including the identification of links to strategies and functions and identification of cross-cutting policy issues and changes.
- To support the Local Strategic Partnership to develop shared priorities for the borough and drive delivery against those priorities.

- To embed strategy development within the wider vision and community strategy
- To lead the Council's approach to equality and diversity and to act as professional lead ensuring the Council meets the Public Sector Equalities Duties (PSED)
- To lead and develop the Council's relationship with the voluntary, community and social enterprise sector (VCSE)
- To identify commissioning priorities to shape the Council's grant giving processes
- To lead community engagement activity and support VCSE to self-organise to promote diverse and cohesive communities

Key Stakeholder Relationships:

Internal: Executive Directors, Divisional Leadership Team, Directors and Heads of Service across departments, Corporate Leadership Team, Cabinet, Members

External: Government departments and agencies, Audit Commission (external audit arrangements), Strategic Partners, Consultative groups, Local Government representative groups, Partner organisations and suppliers, Members of the public and community groups, Professional bodies, Trade Unions, National and local press

Other Considerations:

You may, from time to time, be required to work outside of regular office hours including weekends and evenings to attend meetings and community events.

Essential qualifications, skills, knowledge and experience:

- Proven track record of consistent and demonstrable leadership within an organisation of comparable scope and complexity.
- Experience of leading performance and/or strategy functions to diverse stakeholders with potentially conflicting agendas e.g. senior management, external partners, customers etc

- Demonstrates an applied understanding of the needs and requirements of corporate strategy development
- Demonstrable evidence of using well developed negotiation skills within a context of complexity and ambiguity to influence service delivery outcomes
- Significant experience of developing and delivering successful and complex projects, programmes and contracts in partnership with other agencies.
- Ability to build effective relationships inside and outside of the organisation
- Demonstrable track record of leading, motivating and managing teams to achieve high performing and significant, sustainable service improvements and outstanding results, through internal and external partnerships.
- Senior management experience of procurement and/or commissioning, or performance and/or strategy functions in large complex organisation.
- Experience of leading diverse activities across multiple service areas within agreed budgets to meet agreed targets and strategic objectives.
- Experience of developing and sustaining a culture that meets the needs of and engages with stakeholders, partners and staff within an inclusive, open and high performing environment.
- Demonstrate the capability and capacity for critical thinking and ability to apply this insight in a practical and engaging manner.

Corporate Values

Our values are the base of every job role within Croydon – our values are fundamental in everything we do as a Local Authority. You are required to demonstrate a commitment to our corporate values and this will be assessed using the criteria below:



One Team: To cross boundaries to work together towards shared goals with colleagues, partners and communities

- You are strategically innovative in your approach to building and maintaining partnerships and you and your teams act in a joint enterprise with them. You use your contacts and colleagues to bring teams together.

Proud to Serve: We strive to always do our best for the community, getting the most from limited resources and using taxpayers' money wisely

- You are proud to be part of the wider Croydon and the contribution you and your teams make to it. You make a difference to people's lives through engagement and you strive to get the best possible value for money for customers.

Honest and Open: We work hard to build trust by treating everyone with honesty and integrity

- You think through who needs to understand what during communication; and take care to communicate detail clearly. You take people's views into account continuously. You trust people, colleagues and staff, to do their best and deal with any issues positively.

Taking Responsibility: We encourage and support each other to take responsibility and show what we can do, learning together and recognising each other's contributions

- You are clear where formal accountability lies and where we can all take responsibility for results. You praise your colleagues for their efforts and ideas and thank them for their contributions.

Valuing Diversity: We make the most of the many perspectives that make Croydon distinctive

You treat all staff and customers with equal value and respect. In everything you do, you make good use of the wide variety of background, skills and perspective your teams, the Council and the community demonstrate.

September 2018

TAKING
RESPONSIBILITY