

Director of Communities

Join us – make a difference in our communities

West Sussex as an area is rapidly changing with increasing service pressure from our demographics, continuing challenges to provide our residents and communities with greater levels of choice to support improved outcomes in their lives and of course we need to do this within tighter financial constraints. We recognised therefore that our organisation, working with and alongside all our partnerships, needs to fundamentally change.

During a period of significant and fundamental change, we need strong, experienced, collaborative and cohesive leadership across our organisation with a key focus on partnership working across West Sussex.

We have developed over recent years strong and effective partnership relationships across West Sussex and this role is key to further developing the relationships and opportunities with our partners across our region for the benefit of all our residents and communities.

We have recently created a Place Services Department and our Communities Directorate forms a key element of this placed based focus for our organisation with a strong focus on working with our District & Borough partnerships.

About the job

The Director of Communities provides leadership and direction to the following service areas: Community Safety & Wellbeing, Community Operations, Customer Services, District Growth Deals and One Public Estate, Information Services, Libraries, Registration, Records and Coroner Services, as well as to a range of cross County initiatives, liaising with national and local partners on effective intervention strategies.

The Director of Communities is responsible for leading our engagement with our leads the Council's safer communities agenda, supporting communities to become safer, stronger and more resilient through the development of strategic programmes and the creation of opportunities which enable communities to help themselves and one another.

The Director of Communities will work across multiple relationships within the Corporate Leadership Team of the County Council and within the senior relationships of multiple organisations across West Sussex. This role will work with a full range of partners, including health, districts and boroughs and the business sector, to develop a cooperative approach to improve outcomes for our communities.

This will entail determining, with Members and other key stakeholders, the long-term approach to community development, managing the appropriate service delivery options and the effective implementation of services, programmes and policies.



Job details

Grade: Senior Management Group (SMG)

Directorate Group: Place Services

Location: County Hall, Chichester

Required experience and skills

(These will be used as the shortlisting criteria)

Key Skills:

1. Able to provide leadership in community development strategy or community partnerships, evidencing strong partnerships that deliver joint ambitions achieving stronger and safer communities.
2. Able to communicate a compelling vision to key stakeholders internally and externally and influence others to achieve operational outcomes.
3. Able to co-design, broker and deliver innovative large and complex multi-agency community-based outcomes which achieve stronger, more resilient communities.
4. Able to forge and maintain relationships with key internal and external strategic partners, in support of creating and developing opportunities for communities to better help themselves.

Qualifications and/or experience:

- Educated to post-graduate level, or equivalent experience in one or more of the relevant technical specialist areas.
- Experience of having worked at a senior level in a political environment.
- Experience of successfully leading the delivery of strategic objectives.
- Broad knowledge of public sector services, the macro social and economic context within which local authorities work and the implications of this for delivery of County Council's aims.
- Significant experience in improving outcomes for residents and communities through customer services innovation and programmes of improvement.
- Significant experience of working effectively with elected members, to deliver their strategic objectives within the communities they represent, and to support them to resolve problems and develop effective local relationships with key local assets.
- Broad understanding of service delivery models, concepts and principles gained through extensive business exposure in a diverse range of organisations or services.

Key responsibilities

Lead the development of strategies for the Communities Directorate and its partners which are focused on achieving both the best possible outcomes for the citizens and communities of West Sussex in accordance with the priorities and objectives of the West Sussex Plan.



Job Description & Person Specification



Lead the Communities Directorate portfolio of services for the Council, ensuring that the intended outcomes are being achieved through effective management against key performance indicators.

Lead customer service programmes and projects ensuring that they are managed and controlled in an effective manner in order to achieve their intended benefits and goals.

Lead the development of strategic relationships for the Council with a broad range of external organisations to enable the development and delivery of effective outcomes through collaborative partnerships such as the District Growth Deals and One Public Estate.

Provide guidance and support to the Cabinet and Members in translating their political objectives and priorities into coherent initiatives that will deliver the intended outcomes for West Sussex.

Be responsible for the Communities directorate budgets and resources ensuring that they are allocated effectively for the delivery of intended outcomes in a manner which demonstrates value for money and alignment with political ambitions.

Provide strong, visible and collective leadership across the council, as part of the corporate leadership team, and its partners which builds a culture of high performance, inspires people and supports the delivery of the council's and partners' strategic objectives.

Lead strategic programmes and projects ensuring that they are managed and controlled in an effective manner in order to achieve their intended benefits and goals.

Our Values

You will lead, promote and demonstrate the values of our organisation.

- Trust and Support
- Listen and Act Upon
- Customer Centred
- Honest and Realistic
- Genuinely Valued

You will lead, promote and demonstrate the cultural ambition of our organisation:

'To become an organisation which lives and breathes our values where all of our people are able to work in an empowered, collaborative and innovative way to make a real and positive difference to all our communities.'

JD Code: SMG

Date: September 2020

