Join us – Make a difference in our communities

West Sussex as an area is rapidly changing with increasing pressures 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 and tighter financial constraints. We recognise therefore that our organisation, working with and alongside 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. This requires a strong, collaborative strategic and corporate foundation for our organisation.

The communities directorate will both commission and be commissioned by others (WSCC services and external partners) to contribute to shared and collaborative outcomes. The communities teams will develop, commission and deliver the Council’s community related services and strategic programmes delivering stronger & safer community outcomes, which ensures the agreed strategic agenda is delivered. This will include working in a complex, multi-agency environment with a wide range of partners to develop both organisational and community capacity, and a co-design approach to achieving shared goals. A key part of the role will be to develop and lead a dynamic partnership strategy and find innovative and creative ways to achieve goals.

About the Job

The Director of Communities 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 post-holder will work with a full range of partners, including health, districts and boroughs and the business sector, to develop a cooperative approach to achievement of community outcomes. 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. Identifying opportunities to join up strategic ambitions amongst partners and delivering work to the benefit of partners and the community will be a key strand of the role.

The Director of Communities provides strategic leadership and direction to the following service areas: Community Safety & Wellbeing, Community Operations, Customer Experience, District Growth Deals and One Public Estate, and Information Services,
including 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.

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### Job Details

**Grade:** Senior Management Group (SMG)  
**Directorate Group:** Place Services  
**Location:** County Hall, Chichester

### Required experience and skills

Significant experience of leadership in community development strategy or community partnerships, evidencing strong partnerships delivering joint ambitions achieving stronger and/or safer communities.

Significant previous experience of innovatively co-designing, brokering and delivering large and complex multi-agency community based outcomes which achieve stronger, more resilient communities.

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.

Substantial track record of forging and maintaining relationships with key internal and external strategic partners, in support of creating and developing opportunities for communities to better help themselves.

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.

Broad understanding of service delivery models, concepts and principles gained through extensive business exposure in a diverse range of organisations or services.

Experience of having worked at a senior level in a political environment and ability to join up the linkages to help find solutions.

Recent experience of successfully leading the delivery of strategic objectives and business plans.

Able to communicate a compelling vision to key stakeholders internally and externally and influence others to achieve operational outcomes.

Educated to post-graduate level, or equivalent experience in one or more of the relevant technical specialist areas.

Evidence of continuing professional development in leadership and business management.

### Key Responsibilities

Lead the development of business strategies for the Council and its partners which are focused on achieving both the best possible outcomes for the citizens and communities of West Sussex and the political objectives and priorities of West Sussex and which ensure that all associated risks are identified and understood.
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 and its partners which builds a culture of high performance, inspires people and supports the delivery of the council’s and partners’ strategic objectives.

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.

Lead the planning and design for a defined range of services to support the commissioning and delivery of the best possible outcomes for the citizens and communities of West Sussex.

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, joined-up working such as the District Growth Deals and One Public Estate.

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

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

April 2019