

ROLE PROFILE

Job Title:	Executive Director Place	Job Code:	TBA
Directorate:	Place	Version:	0.4
Reports to:	Chief Executive	Date Created:	4 March 2024
No. of direct reports:	c.5	Grade:	Chief Officer
No. of employees:	TBC	Budget:	TBC

JOB PURPOSE

At the East Midlands Combined County Authority (EMCCA) we're unlocking billions of pounds of investment for our region through our devolution deal with government.

Our newly elected Mayor will be a powerful voice on the national stage for the people of Derby, Derbyshire, Nottingham and Nottinghamshire, overseeing devolved powers around transport, housing, skills and adult education, economic development and net zero.

The East Midlands has a rich history and a diverse present on which to build a renaissance. Ambition and culture put us at the heart of the first industrial revolution - and it will put us at the centre of the next. We will make our region more prosperous, sustainable and fairer, helping our people and businesses to create and seize opportunities.

The Executive Director Place will drive the best outcomes for place, connectivity and sustainability across the EMCCA region. Key areas of responsibility include green growth transport, housing and net zero strategies, connecting people and places, and creating vibrant places.

Zero-carbon energy, sustainable places, green growth and regional innovation will be at the heart of EMCCA's ambitious mission to enable long-term, inclusive growth for the region. Your priority will be to lead EMCCA's Place Directorate to ensure long-term systemic impact by integrating leading these activities and integrating them with the aims of the five delivery themes in the EMCCA Strategic Framework.

You will be a member of the organisation's Senior Leadership Team, working closely with the Chief Executive, EMCCA Board and relevant committees in relation to their key areas of responsibility.

OUR VALUES

We have proactively become a values-based organisation from the outset. In conjunction with our operational ethos emphasizing the importance of people, processes, and outcomes,

we embrace continual improvement, and are guided by four core values supported by a behaviour framework:

We Lift Our Region | We Work Together | We Make an Impact | We Are Human

These values shape our culture, influence expected conduct, how we work and interact with each other and our stakeholders, fostering positivity, and supporting the achievement of our goals and progress together.

ORGANISATIONAL LANDSCAPE

Our Mission

We will be driven by our mission to ensure long-term systemic impact. Created by and for the benefit of our people, businesses, and places in the East Midlands area.

Our Vision

We will make our region more prosperous, sustainable, and fairer, helping our people and businesses to create and seize opportunities.

We are built on a foundation of systems leadership and partnership working.

MAIN DUTIES AND RESPONSIBILITIES

Role specific

- Ensures the customer and resident is at the heart of all place matters, working to ensure continuous performance improvement.
- Provides challenge and rigour to ensure that the EMCCA region has a best in class, innovative approach to climate change and green growth, and regional transport and housing systems.
- Acts as the single point of accountability for all place-related matters, delegating as appropriate to other officers as required.
- Ensures successful delivery of place-related initiatives, including:
 - The development of transformative evidence-based policies, strategies & interventions and securing of funding by leveraging and influencing additional investment, where needed,
 - Leadership of EMCCA's work on climate resilience and green growth, including the central role of the zero-carbon energy industry in the region
 - Leadership of the EMCCA Local Transport Plan and other key regional transport deliverables, including preparation, implementation, evidence base and review.
 - Determining the overall strategic investment strategies for transport, net zero and housing in the region.
 - Oversight of the delivery of relevant investment projects which continue to meet the EMCCA's strategic priorities.
 - Responsible for ensuring the public transport system meets the needs of the EMCCA region. Leading bus and rail reform across the EMCCA region.
 - Driving a culture of innovation, expanding innovative solutions across the region
 - Leadership of EMCCA's digital connectivity strategy
 - Leadership of EMCCA's Community Development Fund
 - Oversight of Mayoral Taskforces for homelessness and Biodiversity
- Manages external relationships and supports partnership working at an executive level for cross-cutting interests.
- Advises the Authority (and its Boards) on the effective discharge of its powers and responsibilities.
- Strategic lead for delivering on our green growth ambitions and lead on low carbon economy transition, net zero infrastructure, climate and sustainability and the environment. Working with teams across the organisation, and as an enabler and convenor for addressing climate change priorities
- Oversees the management of the affordable housing to ensure delivery of spend and outcomes set by the EMCCA Board, and as a strategic leader in overcoming obstacles to housing growth, particularly the delivery of affordable housing.
- Provides strategic leadership for EMCCA and partners on planning, property and infrastructure issues as they affect the achievement and delivery of EMCCA's growth ambitions, programmes and projects.
- Leads the work on the acquisition and disposal of land for growth and regeneration, working with local authorities and infrastructure providers to overcome barriers to growth through innovative policy or funding initiatives.
- Supports the Chief Executive and other Executive Directors to deliver the aspirations and outcomes contained within the EMCCA Delivery Plan and associated strategies.
- Deputise for the Chief Executive where appropriate on Place matters

Setting strategy and vision

- Takes a proactive corporate role in the leadership of the organisation, including participation and delivery as part of the EMCCA Senior Leadership Team.
- Promotes partnership working across the organisation and always demonstrate the values and behaviours.
- Provides corporate leadership on devolution discussions, taking a lead role for those areas within the Executive Director's areas of responsibility.
- Influences, develops and motivates their team, taking a positive approach to their development at all times.
- Provides strategic and timely advice and support to the Mayor, EMCCA Board and relevant committees.
- Is responsible as a member of the Senior Leadership Team for consistent and visible leadership across the organisation, creating an environment where teams can aspire, flourish, thrive and perform.
- Ensures EMCCA's policy, people, financial and systems functions relevant to service areas are fit for purpose and meet all statutory requirements and enabling EMCCA to operate effectively and efficiently. Including adherence to the EMCCA's Assurance Framework across all activities and programmes.
- Ensures delivery of quality, consistent, compliant and value for money services

Leadership

- Provides visible leadership to the Place team
- Creates a positive and supportive learning and working environment through delegation, mentoring, and coaching of staff and promote a culture of collaboration by sharing knowledge and resources within the organisation.
- Supports the development of individuals and teams to develop career pathways, ensuring a talent pipeline for the organisation.
- Creates the right working environment for your team with a solid work ethic of working towards achievement of our vision.
- Develops and demonstrates a strong performance management culture, ensuring that people are accountable for the delivery of results.
- Promotes an understanding of and adherence to the EMCCA's values by modelling appropriate behaviours and creating a corporate, collaborative and supportive environment that encourages and recognises those values.
- Ensures appropriate communication channels are in place and effective.
- Ensure the services delivered internally and externally are inclusive and accessible.

Building culture

- Champions a positive workplace culture
- Ensures that the core values and behaviours of EMCCA are maintained and promoted in all activities, always.
- Fosters a corporate culture that promotes high quality performance, integrity and customer care in a positive work climate, enabling EMCCA to attract and retain a diverse and high-quality workforce.
- Leads employee engagement and motivate employees to reach their potential.

- Sets the ‘tone from the top’ and creates an environment in which all employees are able to be the best they can be.
- Facilitates the identification and compliance with EDI improvements/changes across all services and service delivery, giving due regard to the requirements of the Public Sector Equality Duty when carrying out duties and functions/activities.

This is not a complete statement of all duties and responsibilities of this post. The postholder may be required to carry out other duties as directed by the Chief Executive that are commensurate with the level of the post. This document will also be supplemented by annual key objectives which will be set through the performance review process.

THE PERSON

<p>Experience & Skills:</p>	<p>Setting strategy and vision</p> <ul style="list-style-type: none"> • Extensive experience of success performing in a similar role including the provision of Place services at scale in a high-profile political environment and delivering well • Have evidence of how their skill and passion for leading transformational change in how regional transport is planned and delivered was successful as the scale of change is enormous: this is not an operational job. • Evidence of negotiating and finding consensus amongst partners, who in this role will need to agree to operational changes by the end of a two-year transition period. • Strong grounding in commercial arrangements. • Have experience of leading the land, housing and environmental functions. • Sound understanding of the corporate decision making, transport, housing & property, climate change environment in which the EMCCA operates • Evidence of developing and driving strategy and policy to deliver sustainable and successful outcomes. • Evidence of interpreting, analysing, monitoring and tracking information and progress and using judgement and evidence-based decision making to create solutions and opportunities • Evidence of business and commercial acumen to support strategic delivery of service to clients and partners. • Evidence of setting the direction for the service managed: based on the principles of enablement, localisation, citizen choice and best value. • Evidence of identifying and acquiring appropriate funding streams and sound financial management skills and commercial awareness with the ability to interpret and understand complex financial and budgetary information. <p>Leadership</p> <ul style="list-style-type: none"> • Experience and a passion for understanding and reforming systems across a complicated private and public sector landscape. • Evidence of being able to recruit and build a high performing team with the diversity of skills to lead a new strategic development of regional transport all the way through to high performing and efficient operational services. • Evidence of working with varied partners, for example being as comfortable making the case for investment to the Treasury as they are shaping the delivery of operational services across the region. • Strong at building a team of senior managers who can drive the strategic, policy and operational agenda of the EMCCA – creating the space and authorising environment. • Evidence of being an inspirational leader with integrity at the core able to create a clear sense of purpose. Inclusive and visible role model providing inspiration to empower others. • Evidence of effectively developing and nurturing talent in the organisation.
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	<ul style="list-style-type: none"> • Evidence of the ability to provide clear strong and motivational leadership to create a high-performance culture. • Detailed knowledge of major legislative and other issues facing local government and public services with a particular focus on achieving effective delivery of services at a time of significant and financial challenges. <p>Change and transformation</p> <ul style="list-style-type: none"> • Experience of developing strong links between professional groupings to bring together services linked by locality and liveability issues. • Evidence of successful partnership working and networking with key stakeholders e.g., citizens, voluntary sector, business communities, government, and public agencies. • Experience of working in a political environment. • Experience of promoting the health and safety and wellbeing of a workforce. • Must possess personal and professional credibility that promotes and enhances the organisation's reputation locally, nationally, and international. • Must have a high standard of personal and professional integrity as well as ethics, values, and personal qualities consistent with the vision, culture, and values of the EMCCA.
<p>Qualifications, Training, CPD:</p>	<ul style="list-style-type: none"> • Relevant degree or equivalent relevant experience. • Member of a relevant professional body or demonstration of up-to-date knowledge and continual professional development. • Evidence of career progression taking on roles of increasing complexity and importance within an organisation of comparable scope and complexity
<p>Building Culture & Motivation</p>	<ul style="list-style-type: none"> • Ability to manage multiple complex projects within statutory, constitutional and value for money requirements. • Must demonstrate strong evidence of the ability to conceptualise the need for change and transformation and to lead the organisation effectively from current to future state in a growth environment. • Ability to manage change effectively within a political and sensitive environment.
<p>Political Restriction</p>	<p>This post is politically restricted 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 of work.</p>