

APPENDIX 2 - OVERVIEW OF ROLE AND REQUIREMENTS

London Borough of Barnet, Chief Executive

Draft Briefing Document for Candidates provided by Leaders of the Conservative and Labour Parties.

Focus of Role

The Chief Executive will play the leading role on the implementation of the Council's transformation agenda aimed at serving the Barnet community through a commissioning approach to providing services.

Delivering this ambitious change demands considerable leadership and personal qualities that arguably go beyond those traditionally required in former times. Whilst working with the Council Leader, Elected Members and Corporate Directors in setting the strategic direction and priorities regardless of Political mandate, remains an essential and on-going responsibility, delivering the strategy will now become the task of the Strategic Commissioning Board.

The Board's focus will be on innovation, creativity and an absolute commitment to the principles of meeting the needs of the Barnet community irrespective of the means of delivery which may be through public, private or voluntary sector organisations. A key priority for the Chief Executive, as leader of the Board, will be initiating, fostering, encouraging and monitoring a wide range of partners and multi-agency alignment all aimed at the provision of integrated, cost efficient and effective services to the people of Barnet.

Given the unremitting pressure on Council funding, the Chief Executive will need to exercise considerable financial and commercial acumen in guiding the Council towards the successful delivery of its agenda for change.

Barnet enjoys strong political leadership and good cross party working and Members welcome highly visionary, visible and capable leadership in the organisation. A new chief executive will be comfortable working with and contributing to the direction of the Council in conjunction with Members, and feel able to act as critical friend whilst respecting the democratic process.

Whilst significant change has taken place over the last few years, and more is anticipated, there is no doubt that there is a critical need for the contracts and business in Barnet to be consolidated and the plan delivered upon. This does not mean there isn't room for further innovation, particularly if it is about delivering more or better for less for the residents of Barnet. But it is important to note that major outsourcing contracts, key delivery units with strong citizen accountability and a heightened emphasis on intervention and prevention are at sensitive stages and the new chief executive will need to assure Members of their ability to deliver on these first. A successful transition and maintaining business as usual will be an initial priority for the new chief executive.

Barnet enjoys strong and high quality leadership at all levels, and has put emphasis on developing clear values and behaviours within the organisation and in its work with partners. The values and behaviours play an important part of how we 'do business' and we want a chief executive who feels passionately about engaging citizens, employees and

partners in an aligned organisation where values and behaviours are lived, not just written on the wall.

Further details of these are set out in the job description and candidates are encouraged to take time to read through them and consider how as the organisational leader for Barnet they will meet and exceed these.

Our Ideal Candidate

Whilst we have set out in the person specification the key areas of competence, we thought it would be helpful to hear what our Members and partners think is important in our new chief executive;

- Experienced in leadership/senior management roles ideally gained in a local authority of similar size/scope/challenge.
- Bring vision and innovation to delivering change for residents
- Experienced in offering sound advice and healthy challenge to Members to develop clear strategies.
- Be focused and passionate about the community we serve, and understand the priorities for those who live in Barnet; and ensure that the things our community values/needs are of focus.
- Understand the purpose and limitations of local government. Be business like, but recognise that Barnet Council is not a plc.
- Have experience of diverse models of delivery; large scale contracts; commercial and partner management and the ability to drive effectiveness through contracts and partnership.
- Bring experience or understanding of managing population growth successfully and sustainably; and translate this into the Council's plans and strategies.
- Someone who has or can quickly gain real knowledge of Barnet, the community and the challenges of the Borough and can demonstrate experience of making change happen for residents.
- Be credible quickly with Members, partners and senior managers – be comfortable with Members taking the lead externally and confident personally under pressure and in the spotlight internally; be able to use and influence external networks for the benefit of Barnet; but remain focused on Barnet.
- Recognise and value the role of partners and partnership in delivering services and changing lives in Barnet. Be an experienced and effective partner for Barnet, recognising when to lead and when to follow.
- Be a confident leader of the organisation; bring sound ideas and new innovations that will improve operational success and positively impact our residents.
- Be inquisitive about and interested in the community and interested in how we can improve their lives through our work.
- Inspire others to do great things; be the natural leader of a strong senior management team and set positive leadership behaviour through effective people and performance management