



Job Description

Directorate:	Resources		
Service:	Law and Governance		
Location:	County Hall, Preston / Hybrid		
Salary range:	£75,420 - £82,480	Grade:	14
Reports to:	Director of Law and Governance	Staff responsible for:	3 direct reports and C. 200 employees

Job purpose and scope

- Responsibility for the council's complaints and appeals, coroners, information governance and registration services together with a corporate lead role delivering our annual governance statement.
- To lead, influence, shape and challenge the service at a senior level to inform service planning, development, associated budgets and delivery.
- To work closely with councillors, senior and statutory officers and other senior political stakeholders to deliver effective governance services, ensuring compliance with legal and regulatory requirements. The post holder will also be the council's designated Data Protection Officer

Performance Indicators

- Quality of advice/service against legal, safety and best practice standards
- Achievement of relevant service targets
- Adherence to internal/external quality standards if applicable
- Adherence to policies and procedures
- Accuracy and timeliness of information recording and processing
- Customer and stakeholder feedback
- Leading Lancashire Framework

Leading Lancashire – Our Leadership Framework



Leading Lancashire

Our Leadership Framework

Our Vision and Values We are driven by a simple yet powerful vision – “Here at Lancashire County Council, we are helping to make Lancashire the best place to live, work, visit, and prosper.”

This vision is at the centre of everything we do. Embedded in our identity are our values: **Supportive**, **Innovative**, **Respectful**, and **Collaborative**, our guiding principles that enable everyone to thrive.



Four Spheres of Leadership

The Leading Lancashire framework is a dynamic approach, encapsulating four key spheres:

Responsibilities, Capabilities, Behaviours, and Results.

These spheres form the bedrock of our leadership ethos, providing clarity and direction for all leaders. Responsibilities guide our actions, Capabilities cultivate our potential, Behaviours shape our interactions, and Results measure our impact. Together, these spheres ensure leaders deliver their best for themselves, their teams, LCC, and the people of Lancashire.



The Lancashire Mindset

Woven through the Leading Lancashire framework we introduce The Lancashire Mindset; Growth, Ownership, Optimism and Positive Impact. Adopting this mindset across the entire organisation not only brings our values to life but also emphasises the collective commitment to delivering the best for the people of Lancashire.

The Lancashire Mindset not only shapes our approach to leadership but also serves as a guiding force for a culture rooted in growth, ownership, optimism, and the commitment to making a meaningful positive impact.



Levels of Leadership

The Leading Lancashire framework provides an opportunity to define and clarify the focus and purpose of the various leadership levels within the organisation.

VISIONARY (Long-Term Direction):

Level 1 & 2 Leadership – Executive Directors and Directors
Senior leaders at this level, are Visionary Leaders. They have the privilege of shaping the long-term vision for the organisation, providing strategic and visionary direction that will guide the future success of Lancashire County Council.

SHAPING (Medium to Long-Term Strategy):

Level 3 Leadership – Heads of Service
Heads of Service at this level are Shaping Leaders. They are empowered to shape strategies with a broad mid to long-term view, setting clear strategic initiatives that provide direction to the management population, contributing to the organisation's success in the medium to long term.

OPERATIONAL (Short-Term to Immediate Effectiveness):

Level 4 Leadership – Management Roles
Leaders at this level, found in various management roles, are Operational Leaders. They focus on immediate operational effectiveness, ensuring their teams deliver in the short term, meeting objectives and driving success on a daily-to-monthly basis.

These refined terms more explicitly convey the visionary, shaping, and operational aspects of leadership at each level within the Leading Lancashire framework.

Accountabilities/Responsibilities

- Lead the Governance function, its people and financial resources ensuring that these services deliver council priorities, statutory duties and value for money.
- Lead on the development and promotion of robust governance initiatives, projects and activities across the authority, working collaboratively with senior leaders, statutory officers and councillors on initiatives relating to governance to support the delivery of corporate objectives. In doing to so, to promote and uphold and model the Nolan principles of public life (Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, Leadership).
- To determine how best to achieve the objectives related to the areas of responsibility, including the development, implementation and communication of strategy, policy and operational business plans across the wider service area, scanning the horizon for relevant changes that may impact the service and the council as a whole.

- To lead on the design and delivery of the business plan to deliver service improvements, utilising strong knowledge and understanding of the issues and an ability to analyse data and use innovative approaches.
- To manage a £4.8m budget and resources for the service, fostering a positive and collaborative work environment that promotes a culture of professional development and knowledge sharing.
- To act as the council's Data Protection Officer in relation to information governance responsibilities and to work collaboratively with the Director of Legal and Governance, Head of Legal and Head of Democratic Services to ensure a strong ethical culture.
- To act as a key point of contact for councillors, senior officer and senior political stakeholders regarding risk and governance matters.

Other

- **Equal Opportunities**
We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.
- **Health and safety**
All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.
- **Customer Focused**
We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.
- **Safeguarding Commitment**
We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.
- **Skills Pledge**
We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and numeracy if they do not have one already.

Our Values

We expect all our employees to demonstrate and promote our values:

- **Supportive**
We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.
- **Innovative**
We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.
- **Respectful**
We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.
- **Collaborative**
We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

Person Specification

All the following requirements are essential unless otherwise indicated by *

Your ability to meet the job requirements will initially be assessed by the information provided on your application but further assessment will be undertaken at interview and, in some cases, by using other types of assessment(s).

Qualifications

- Honours Degree level qualification or equivalent experience
- Relevant management qualification or equivalent experience.

Experience

- Significant management experience in a governance/risk role within a local authority or similar public sector environment.
- A demonstrative record of delivering high quality services against challenging objectives and resources.
- A track record of improving service and delivering value for money.
- Experience of working at a senior level with councillors to deliver outcomes.
- Significant experience of engaging, guiding and influencing senior and statutory officers on complex governance matters within a governance environment.
- Experience of leading, inspiring and motivating teams, colleagues and partners to drive services forward, achieving high quality delivery within reducing resources.
- Experience of working collaboratively across services outside of the area of responsibility to ensure delivery of corporate objectives.

Essential knowledge, skills & abilities

- Excellent knowledge of the statutory basis and requirements of local authority governance.
- Strong communication, negotiation and influencing skills.
- Excellent political awareness, understanding and knowledge, taking into account both local and national issues.
- Ability to advise the council, politicians, senior and statutory officer on complex democratic and governance issues, to identify and deliver options and solutions.

- Ability to lead, develop, manage and motivate services/teams in a challenging and changing environment.
- Ability to quickly build credibility with senior managers, councillors and internal and external stakeholders.
- Ability to embed services which are compliant and fit with the wider organisational strategy.
- Ability to utilise significant judgement to lead the design and delivery of operational business plans, using creative and innovative thinking.
- Ability to make complex and sensitive decisions as the council's Data Protection Officer.

Other essential requirements

- Commitment to equality and diversity.
- Commitment to health and safety.
- Display the LCC values and behaviours at all times and actively promote them in others.
- This is an essential car user post
You will be required to provide a car for use in connection with the duties of this post and must be insured for business use. In certain circumstances consideration may be given to applicants who, as a consequence of a disability, are unable to drive