

Director of Strategy and Operations

About the role

This role demands a strong focus on delivering against KPIs and driving high performance across all functions. You will set clear expectations, monitor progress rigorously, and implement strategies that enable teams to achieve ambitious goals, ensuring that organisational priorities translate into measurable success.

The role will cover a portfolio of responsibilities, including:

- Employment and skills
- Transport
- Strategy and performance
- Economic growth
- Infrastructure and strategic planning

Your leadership will be instrumental in:

- Setting the strategy of the organisation to achieve strong economic growth and organisation performance, identifying opportunities for alignment, improvement, and acceleration
- Leading day to day operations, maximising the use of resources and driving efficiencies
- Ensure ongoing delivery of strategic planning, research, partnerships, and government engagement
- Serve as the senior strategic lead for GLCCA, ensuring alignment across regional, corporate, Mayoral, and place-level priorities, appraising opportunities and recommending approach
- Lead engagement with stakeholders across local, regional, and national levels.
- Represent GLCCA at key meetings and boards, acting as a credible and influential voice for strategic change
- Validate financial requirements and ensure value for money through appropriate governance.

This role demands strategic vision, political acumen, and a deep commitment to public service. You will be responsible for embedding robust governance, financial stewardship, and a culture of continuous improvement.

About the Candidate

We are seeking an experienced, innovative leader who can bring energy and strategic insight to this once-in-a-generation opportunity. You must have a track record of delivering strong financial management, be commercially astute and have proven experience in operating within a complicated political and partnership environment.

As the Director of Strategy and Operations, you will have:

- Significant experience of leading teams and building strong relationships across organisational boundaries, in complex governance environments
- Proven experience of successfully managing complex transformation/change projects.
- Significant experience developing and delivering a significant strategy or policy programme which has successfully shaped the work of multiple stakeholders.
- Demonstrable experience in communication at a senior level, including the ability to present technical detail and progress reports in an engaging and accessible manner.
- Demonstrable experience of working in a sensitive political environment, and the ability to manage stakeholders both internal and external.
- Ability to build and maintain effective partnerships and influence senior stakeholders across a large, complex organisation and engage them in adopting new ways of working.
- Good organisational skills, especially those associated with putting actionable plans together to make them come to fruition and delivering within the context of the organisational objectives and goals
- A proven ability to develop financial strategies with the Authority's long-term objectives, driving positive outcomes, and maximising the use of resources
- Excellent negotiation and influencing skills, ability to shape decision making among multiple stakeholders.
- Ability to work well under pressure, demonstrating agility, drive, and a solution focused attitude.
- A strong track record of building teams, transforming practice, and inspiring excellence, innovation and collaboration
- Detailed knowledge of working in a combined authority or similar organisation
- Educated to degree level or equivalent in a relevant discipline or equivalent experience
- Evidence of continuing professional development

Duties

We are looking for proven experience as a senior strategic leader in a complex political and stakeholder environment, with core duties including:

1. Leading in complex and high-profile, politically sensitive systems to deliver improved outcomes
2. Building strong, collaborative, and constructive cross-sector partnerships
3. Delivering functions relating to strategy, policy and insight and related at a similar scale, including overseeing the development and implementation of evidence-based economic strategies and policies
4. Establishing and running multiple complex programmes within statutory, constitutional and value for money requirements, in high-paced, challenging or complex stakeholder environments
5. Ensuring strong financial management and a commercially astute approach to ensure value for money
6. Leading the development and delivery of business cases for programme funding and investment, with government departments, private investors and the wider public sector
7. Providing strong and motivational senior leadership across the functions contained within the GLCCA, steering policy and strategy and ensuring alignment
8. Leading systems change across a complicated landscape in the public, private and third sectors
9. High level of engagement with political leaders, ensuring the delivery of results and the effective management of competing agendas
10. Working closely with the Chief Executive, S73 and monitoring officer to ensure strong corporate governance
11. Developing innovative solutions and delivering outcomes to meet statutory requirements, regulations, improved service standards and in response to existing and emerging priorities
12. Operating within, and managing, an area of significant risk and opportunity, exercising considerable judgement and leadership
13. Leading the appraisal of options for the GLCCA, demonstrating cost benefit analysis, critical and decisive direction, leadership and judgement, with a detailed understanding of green book business case principles and the requirements of the assurance framework
14. Adhere to all policies and procedures with regard to financial management, legal matters and those associated with the workforce management, including Health and Safety, promoting employee engagement and ensuring good practice is in place
15. Undertake any other duties that may be deemed reasonable to meet the duties and responsibilities of the post and undertake any training that is identified as being required to achieve this.

The role is politically restricted under the Local Government and Housing Act 1989 (as amended) and will be based full-time in Greater Lincolnshire, with a requirement to travel.