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Chief Executive

Job Description and Person Specification

SUMMARY

This document outlines the Job Description and Person Specification for the Chief Executive of Lincolnshire County Council. It serves as a comprehensive guide for prospective candidates and stakeholders to understand the expectations and requirements of the role.

The Chief Executive is the head of paid service and the most senior officer in the council. The role demands strategic leadership, corporate management, and effective partnership working to ensure the delivery of high-quality services and the council's strategic objectives.

Key qualities required for this role include proven leadership experience, strategic thinking, excellent communication skills, political awareness, and a strong commitment to public service. The successful candidate will embody the council's core values and demonstrate resilience, integrity, and adaptability.

JOB DESCRIPTION

The Chief Executive is the head of paid service and the most senior officer in the council. The role involves:

- **Strategic Leadership**

Providing clear direction and leadership across the council, ensuring delivery of the council's vision, values, and strategic objectives.

- **Corporate Management**

Leading the Corporate Leadership Team and ensuring effective governance, performance management, and financial stewardship.

- **Transformation**

Leading the move to unitary status in 2028

- **Partnership Working**

Representing the council in regional and national forums, and building strong relationships with stakeholders including government departments, local businesses, and community organisations.

- **Policy Development**

Advising elected members on policy and strategy and ensuring effective implementation of council decisions.

- **Service Delivery**

Ensuring high-quality, efficient, and responsive services that meet the needs of Lincolnshire's residents.

- **Financial Sustainability**

Delivering on savings and ensuring a balanced budget.

- **Workforce Development**

Ensuring the Council is a good employer, attracts and retains the best staff, who work in accordance with its culture and values.

PERSON SPECIFICATION

Experience

- Proven record of successful leadership as an executive director in local government and/or a large private organisation.
- Experience of collaborating with elected members in a senior role.
- Demonstrated success in managing change and delivering improved outcomes.
- Understands the infrastructure, regulation, pressures, challenges, and opportunities facing the sector.

Skills and Abilities

- Analytical thinker with the ability to translate vision into action.
- Excellent communication and people skills.
- Strong political awareness and ability to operate in a political environment.
- Ability to build effective partnerships and influence at all levels.

Knowledge

- Understanding of local government and public sector challenges.
- Academic and professional development in and beyond their area of expertise.
- Awareness of financial and legal frameworks governing local authorities.

Personal Attributes

- Collaborative, adaptable, responsible, eco-conscious, and supportive – aligned with Lincolnshire County Council's core values.
- High integrity, resilience, and commitment to public service.