

Chief Executive Officer and Head of Paid Service

About the role

You will be the most senior officer of the Authority, reporting directly to the Mayor and the Authority, and responsible for turning vision into reality. You will lead the organisation through its formative years, establishing its strategic direction, operational effectiveness, setting the culture for how things are done.

With a detailed understanding of devolution and the priorities for Greater Lincolnshire, you will be the Mayor's principal adviser, helping to shape policy and delivery across all devolved functions, and acting as the key interface with central government.

You will provide strategic leadership to ensure the Combined Authority delivers exceptional value for money across all programmes and services. You will embed a culture of accountability and performance by driving delivery against agreed KPIs, ensuring that outcomes align with regional priorities and statutory obligations. The role requires rigorous application of due diligence in all decision-making processes, safeguarding public resources and maintaining the highest standards of governance, transparency, and compliance. You will champion efficiency and effectiveness, ensuring that every investment and initiative delivers measurable benefits for the communities served.

Your leadership will be instrumental in -

- designing, establishing and scaling the GLCCA
- building a high-performing, collaborative organisation
- driving the formation and delivery of policy across a wide range of areas
- forging strong partnerships with -
 - government
 - business
 - education
 - the third sector
 - communities
- representing GLCCA at regional, national, and international levels

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 a dynamic and visionary leader who can bring energy and strategic insight to this once-in-a-generation opportunity. We are looking for an experienced leader, with a track record of delivering transformation in complex political environments and a detailed understanding of devolution.

As the inaugural Chief Executive and Head of Paid Service, you will be -

- committed to establishing robust governance arrangements for the authority
- a strategic thinker with the ability to translate long-term regional ambitions into practical delivery plans
- a collaborative leader who can build trust and alignment across diverse stakeholders
- politically astute and personally credible, able to navigate sensitive environments with integrity
- resilient and emotionally intelligent, with the ability to lead through ambiguity and change
- committed to inclusive leadership, equity, and public service excellence
- Educated to masters level, 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. Lead the Combined Authority in all its strategic and operational planning, development and delivery activities, including:
 - a. the development and delivery of the Combined Authority's strategic objectives;
 - b. liaising with Government and other national, regional and local agencies; and
 - c. the development of strategies and business cases to secure further public and private sector investment for Greater Lincolnshire
2. Fulfil the role of Head of Paid Service for GLCCA and be responsible to the GLCCA executive in this regard
3. Provide organisational and strategic leadership to the GLCCA
4. Drive forward and manage organisational performance in the delivery of all of the strategic priorities and investment programmes within GLCCA
5. Work with partners, including those in the private sector to develop a comprehensive approach to inward investment minimising barriers to growth, including access to funding and resources
6. Work to leverage both public and private sector resources to deliver maximum growth and job creation.

7. Support the devolution of further powers from government to the GLCCA
8. Take lead responsibility for developing positive organisational values, culture and behaviour frameworks with clear roles/responsibilities and effective employee development.
9. Lead negotiations on behalf of GLCCA with local partners and Government in respect of all key strategic programmes and projects
10. Develop and maintain relationship on behalf of the GLCCA with key Government stakeholders including Ministry of Housing, Communities and Local Government (MHCLG), Department for Transport (DfT), Department for Education (DfE), Department for Business and Trade (DBT), Department for Energy Security and Net Zero (DESNZ) and Department for Science, Innovation and Technology (DSIT) and other regional/national partners
11. Ensure that the GLCCA panels, such as the Economic Advisory Panel, Transport for Greater Lincolnshire, Enhanced Water Partnership link into the development of organisational priorities, policies and investment plans
12. Ensure effective internal and external communications
13. Advise and assist the Mayor, Deputy Mayor and GLCCA Members on policy and strategy matters.
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.