

**Job Description:** Transformation Director**Job Grade:** D1\***Job Purpose:**

- Drive, lead and manage major and complex change at pace to increase efficiency and improved outcomes for Wirral, ensuring involvement and engagement with key stakeholders.
- Work collaboratively with the senior leadership team of the Council and stakeholders to deliver the objectives of the Wirral Plan.
- Work with the political leadership to advise, support, challenge and deliver their vision.

**Reports to:**

Chief Executive

**Key Accountabilities:**

- Design, drive and lead the Transformation Programme for Wirral so that it delivers major and complex change to meet Wirral's objectives.
- Provide leadership of the Transformation Programme which articulates a clear and compelling vision of change through the use of evidence based business cases including sound financial analysis and resource implications.
- Provide leadership for the Transformation Programme through an effective and robust programme and project management culture through the Transformation Office.
- Develop and nurture strong, positive relationships with key stakeholders to ensure engagement and delivery of change.
- Ensure excellent and robust governance arrangements across all transformation programmes and projects that support delivery of the Wirral Plan.
- Provide effective change management leadership and support so that the change vision is delivered using innovative solutions.

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- Ensure that the Transformation Programme is resourced effectively through project management and through working effectively with business support services.
- Manage the budget associated with this post. The budget will be set out in the Accountability statement.
- Manage Senior Managers and Officers who report to this post.

**Knowledge:**

- A management qualification at degree level and / or significant experience in organisational leadership and delivering successful transformation programmes.
- In depth understanding of change management strategies, techniques and programmes.
- Detailed working knowledge and understanding of programme and project management methodologies.
- Knowledge of innovative and future based commercial and commissioning solutions and models.
- Knowledge and application of risk awareness and management.

**Experience:**

- Experience of working at a senior level in a complex environment, managing multiple transformation projects with a range of stakeholders.
- Experience of leading and delivering large scale transformational change and the ability to convey a compelling and engaging vision of change.
- Experience of translating strategy into delivery through plans, programmes, people and culture.
- Experience of implementing or working with innovative commissioning frameworks and approaches.
- Proven track record of strategically aligning financial resources with people resources, ICT and other assets to achieve desired strategic outcomes.

**Skills:**

- A vision and deep knowledge of what change delivers.
- Ability to work within a political environment.
- Ability to deliver major and complex change at pace, through obstacles.
- Ability to work positively with stakeholders to achieve outcomes and deliver change through people.
- Ability to deliver a programme of Alternative Delivery models.
- Strong leadership credibility to ensure effective performance.

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- Ability to drive business and cultural organisational change.
- Highly developed interpersonal, advocacy and communication skills to be able to work effectively with individuals and a range of stakeholders.
- Strong influencing and negotiation skills.
- Strong commercial awareness and skills.
- Highly developed financial acumen to ensure delivery of savings and generation of income.
- Ability to provide challenge organisational performance to achieve excellence.
- Ability to simplify and explain complex issues to a range of audiences.
- Ability to identify and implement effective systems to monitor performance.
- Ability to develop and encourage innovative ideas to drive improvement.
- Resilient, tenacious and outcome focussed.
- Ability to respond quickly and innovatively to manage and enhance reputation.