

ROLE DESCRIPTION

Job Title	Head of Public Service Integration
Salary Band	SCP 56 - 60
Reporting to	Director of Public Service Innovation
Directorate	Public Service Innovation and Partnerships
Service Area and sub area	Public Service Strategy
Team	Office for Public Service Innovation
Political Restriction	Yes

1. Primary Purpose of the Post
• Systems leadership across public sector organisations in the city region to re-design, transform and integrate public services focussing on prevention and improving outcomes • Develop new models for delivering the Combined Authorities new statutory duties on public safety and health, wellbeing and public services • As a member of the LCRCA's Senior Team, the postholder will provide effective leadership across the Directorate, maximising the impact of the Service Area. • Leading a team of Officers to ensure effective and efficient delivery of strategic priorities through collaborative working, this role is essential in delivering key corporate plan and manifesto commitments.
2. Your responsibilities
• Lead the development of new models for working with partners to re-design public services working across health, police and fire and rescue to support implementation of the Combined Authority's new statutory duties on public safety and health, wellbeing and public services • Lead work on options for integrating police and fire service responsibilities into the Combined Authority, working closely with the Merseyside Office for the Police and Crime Commissioner and the Merseyside Fire and Rescue Service, and develop joint programmes of work to support a transitional, phased approach • Establish new arrangements and joint programmes of work to reduce health inequalities in the city region, working closely with local authorities, the integrated care board, voluntary and community organisations and other partners • Influence Government policy developments and negotiate to secure devolution of funding and responsibilities for place based public services • Lead work with Bloomberg through the i-team on transformative approaches using data to catalyse city region wide change • Provide advice to the Metro Mayor and Cabinet portfolio holders on important and sensitive matters, suggesting options and resolving conflicting priorities or approaches • Provide strategic expertise and guidance to the Executive Leadership Team on significant decisions, informing corporate planning and priorities

- Balance meeting ambitious commitments with ensuring projects are deliverable, economically viable and sustainable.
- Deputise for the Executive Director Public Service Innovation and Partnerships and Director of Public Service Innovation as required
- To identify new and emerging policy areas, recommending organisational policy changes, prioritising resources and workloads in line with corporate priorities and risk
- Ensure high performance of team members and efficient delivery of the directorate's priorities in line with the organisations Corporate Plan and People Plan
- To be responsible for significant delegated financial budgets and resources, ensuring they are effectively managed, demonstrating value for money and compliance with relevant policies and guidelines
- To develop and maintain collaborative working to ensure cross-sector linkages are made with other teams in the CA, including Investment and Delivery, Policy and Evidence, Research and Intelligence
- To engage and build mutually beneficial relationships across MCA networks, collectively driving forward the public service innovation agenda, ensuring the priorities of LCR are considered and reflected
- To facilitate the Combined Authority's governance processes, ensuring effective and timely engagement and briefing of LA Chief Executives, Leaders and Mayors to gain consensus and support

3. General Corporate Responsibilities

- To provide leadership to the organisation as an effective member of the Senior Leadership Team, influencing and shaping the culture and performance of the Combined Authority
- To support the Director of Public Service Innovation in leading the Directorate to develop a performance-driven culture through the accountability of the officers allocating resources, managing risks, monitoring and review and providing leadership and inspiration to deliver service excellence
- To support the development of effective city region and cross-portfolio collaboration, working closely with local authorities, other public sector and private sector partners
- To represent and promote the work of the LCRCA and the wider LCR, locally, regionally and nationally.
- To represent the LCRCA with the Liverpool City Region public and partner organisations so as to raise the reputation of the LCRCA and promote its interests and its people.
- Working with other members of LCRCA Leadership team to make open, honest and effective corporate management decisions within the LCRCA's formal governance structure
- To provide strong budget management, ensuring resource prioritisation, impact and value for money
- To contribute to the preparation of business plans and take responsibility for the achievement of specific workstreams
- To contribute to the corporate management of strategic risks facing the LCRCA
- To promote understanding of and adherence to the Combined Authority's core values by modelling appropriate behaviours and encouraging others to do likewise.



- To participate in training and development and to use all relevant learning opportunities to improve personal skills to improve effectiveness
- To share and communicate a clear understanding of the LCRCA priorities across the Directorate.
- Ensure the development, provision and analysis of high-quality management information and documentation that is timely, accurate and meaningful.
- Recruit, select, appraise and develop staff in accordance with the LCRCA's policies and procedures.
- Create a positive learning and working environment through delegation, mentoring and coaching of staff and through the identification of training and development needs.
- Develop the LCRCA's commitment to equal opportunities and promote non-discriminatory practices in all aspects of work undertaken.
- Maximise the private sector venture, business and other funding to the City Region, relevant to the portfolio
- Support the scrutiny process established by the LCRCA
- Encourage a culture of continuous improvement to develop an outstanding service, where value for money and best value are delivered and innovation and enterprise flourish.
- Support the Combined Authority's commitment to equal opportunities and promote non-discriminatory practices in all aspects of work undertaken.

4. Recruitment Plan

Competency Based Interview
Assessment

PERSON SPECIFICATION

Job Title: Head of Public Service Integration

Criteria		
Qualifications and Training	E = Essential D = Desirable	Identified By
1. Evidence and commitment to continuous personal and professional development.	E	A
2. Degree or equivalent professional experience	D	A

Experience and knowledge	E = Essential D = Desirable	Identified By
1. Record of achievement in a similar role, of operating in a complex policy and delivery environment, preferably in local and/or central government or relevant policy body/agency	E	A, I
2. Experience of leading teams, providing direction and managing performance	E	A, I
3. Significant, direct experience of successfully working with partners to establish new collaborations and joint programmes of work	E	A, I
4. Experience of leading change in the public sector	E	A, I
5. Experience of operating effectively and collaboratively as part of a senior leadership team	E	A, I
6. Experience of overseeing the operation of multi-disciplinary teams	E	A, I
7. Experience of building effective strategic working relationships with a wide range of stakeholders	E	A, I
8. Evidence of negotiating, influencing and giving advice to politicians, senior managers and partner organisations	E	A, I
9. Evidence of creative, innovative thinking, encouraging ideas from across teams, creatively working around new constraints and challenges and capable of translating ideas into new delivery models	E	A, I
10. Detailed understanding of relevant key government policies, priorities and policy making processes	D	A, I
11. An understanding of the LCR devolution agreement, local government, central government and their respective roles and relationships	D	A, I



Skills and abilities	E = Essential D = Desirable	Identified By
1. Ability to lead, inspire and motivate others within a culture of proactive delivery and continuous improvement	E	A, I
2. Ability to develop and maintain effective work relationships with integrity, credibility and influence with national and local politicians, officers, and other key stakeholders	E	A, I
3. Highly developed written and oral presentation skills with ability to present complex ideas in a clear and comprehensible way	E	A, I
4. Ability to build and develop teams, with the skills to listen, negotiate and encourage good working relationships and collaboration within and across teams	E	A, I
5. Ability to deliver and lead others under pressure, prioritising work against competing demands to meet challenging deadlines.	E	A, I
6. High level of skill in strategic and analytical thinking with an ability to make effective, critical decisions	E	A, I
7. Ability to anticipate and understand the needs of the LCRCA and the city region and translate them into solutions and outcomes	D	A, I

Personal Attributes	E = Essential D = Desirable	Identified By
1. An understanding of and a personal commitment to the Vision and Aims of Liverpool City Region Combined Authority.	E	I
2. Ability to adapt to new priorities and respond positively to new opportunities	E	A, I
3. Knowledge of the key challenges facing the city region	D	I

Core Behavioural Competencies	E = Essential D = Desirable	Identified By
1. Commitment to and understanding of equal opportunities	E	A, I
2. Evidence of quality, time management and organisational skills	E	A, I
3. Flexible approach to working hours and willingness to work flexibly as and when required	E	I
4. Ability to attend meetings inside and outside the city region	E	A, I



**LIVERPOOL
CITY REGION**
COMBINED AUTHORITY

METROMAYOR
LIVERPOOL CITY REGION

Key to Assessment Methods:

A - Application
I – Interview