

Implementation Director – Local Government Reorganisation (LGR)

Responsible to: Chief Executives of: Nottinghamshire County Council, Ashfield District Council, Bassetlaw District Council, Broxtowe Borough Council, Gedling Borough Council, Mansfield District Council, Newark and Sherwood District Council, Rushcliffe Borough Council

Employing Authority: Nottinghamshire County Council

Line Manager: All HR/employment matters-line managed via NCC; the provision of steer, ongoing review and performance management of work programme via CEO (NCC) and CEO (representing D&B's) on a *to be agreed* basis and framework

Salary: TBC

Contract: 24 months fixed-term with the potential to extend

Job Purpose:

The Implementation Director will provide strategic programme direction, system PMO leadership and oversight for the successful delivery of the Local Government Reorganisation (LGR) programme for Nottinghamshire. The role ensures that the transition to the new Unitary authorities is well planned, coordinated, and executed effectively, enabling the delivery of improved services through transformation, public service reform, stronger governance, financial sustainability and ultimately improved outcomes for residents.

There are currently nine councils providing a wide range of services to residents in Nottingham and Nottinghamshire. You will lead the effective management of the transition to, and implementation of, a new Council for Nottinghamshire. You will build on what the current councils do well, making the most of synergies and making key local government services more efficient and effective for many years to come.

The postholder will work alongside the Implementation Director - LGR (Nottingham City Council) to ensure the effective implementation of new unitary structures for the area of Nottingham and Nottinghamshire as a whole.

Key success factors:

- Effective transition management to shadow authorities and shadow executive arrangements.
- Strong focus on delivering a clear, costed and timebound implementation programme for LGR across Nottinghamshire.
- New authorities established and operational by the agreed go-live date.
- Safe and legal transition with minimal disruption to residents and frontline services.
- Robust programme governance, systems, and operating models in place, including PMO.
- Ensure effective communication, engagement and involvement for the LGR Programme with workforce, residents, partners and stakeholders.
- Risks managed effectively and compliance maintained throughout transition
- Work collaboratively with all partners to ensure new authorities established as credible, sustainable, and future-focused.

Key responsibilities:

Programme leadership

Align constituent Councils with the following initial key objectives:

- Reporting to CEXs, ensuring system PMO leadership, strategic alignment and accountability at the highest level.
- Providing programme-wide strategic direction, ensuring that implementation activities are coherent, prioritised, and aligned with agreed outcomes.
- Engaging with elected and officer representatives from each constituent authority, translating strategic direction into operational delivery and guiding teams on required outputs.
- Leading the system Programme Management Office (PMO), designing its future structure, resourcing, and function to support delivery across all workstreams.
- Overseeing programme and project delivery, including risk and issue management and escalation, task co-ordination, and performance monitoring to ensure programme milestones are being met.
- Facilitating consistent communication and reporting, enabling timely decision-making and transparency across the programme, and effective messaging to both the workforce and wider stakeholders.

Strategic planning and delivery

Accountable for LGR system level programme design and implementation, managing complex stakeholder relations across the councils, partners and communities, ensuring that the transformation is delivered on time, within budget and aligned with key agreed objectives.

Stakeholder management

Maintain effective relationships with senior leaders from all councils, including Elected Members to ensure a productive transformation environment is created.

Change and culture

Build organisational capacity, foster a culture of collaboration and innovation, and ensure that risks are actively managed so that the reorganisation delivers its intended benefits.

Resource and financial management

Ensure optimal utilisation of all allocated programme resources, to maintain delivery pace and quality.

Establish clear programme planning arrangements to balance capacity and capability across the system level PMO.

Risk and compliance

Develop and maintain a comprehensive risk management framework for the LGR implementation, ensuring early identification, escalation and mitigation of strategic, operational and financial risks.

Person Specification

For Application purposes please respond to the highlighted criteria below in your supporting statement.

This is to help applicants keep their supporting statements focused and highlights the shortlisting criteria.

Education and Knowledge

1. Educated to degree level with a relevant management qualification and/or appropriate professional qualification.
2. Detailed knowledge of LGR legislation, regulation and processes
3. Detailed knowledge of main issues and influences affecting the responsibilities allocated to this post.
4. In-depth knowledge of local government structures, statutory responsibilities, and service delivery.
5. Comprehensive knowledge of the principles and practice of:
 - effective people management;
 - excellent customer service;
 - continual improvement using an evidence – based approach; and,
 - Appropriate risk management.

Personal skills and general competencies

1. Exceptional programme and project management skills, with the ability to align complex workstreams.
2. Strong leadership and people management skills, with the ability to inspire, motivate, and build consensus outside circle of influence/control.
3. Strong political acumen and the ability to operate effectively in a highly visible and politically sensitive environment.
4. Ability to manage your own personal resilience and wellbeing at a leadership level and promoting positive leadership practice.
5. Strong interpersonal and influencing skills to unlock and stimulate opportunities and willingness for collaboration.
6. Ability to quickly interpret diverse information to make decisions and make appropriate short- and long-term plans to solve problems often in a complex and ambiguous environment.
7. Ability to meet agreed delivery targets through the mobilisation of human, physical and financial resources.

Experience

1. Proven track record of leading large-scale, complex transformation and/or reorganisation programmes, within the public sector.
2. Experience of working as a senior leader in a large and complex organisation with comparable scope, responsibilities, budget and resources.
3. Experience of working at senior leadership level, advising and influencing politicians, or equivalent governance structures.
4. Strong background in organisational change and redesign, including workforce and digital transformation.
5. Demonstrable success in delivering major change programmes on time, within budget, and achieving agreed outcomes.
6. Evidence of financial expertise, including commercial astuteness and driving efficiencies and effectiveness.
7. Experience of stakeholder communication and engagement on a large scale and working in an environment that has challenges of change resistance.
8. Significant evidence of ensuring good governance – responsive to the present and future needs of the organisation.
9. Evidence of a successful track-record of creating compelling visions and successfully translating clear goals and objectives to deliver outcomes that make a positive difference.

This will include anticipating and taking account of drivers for change, assessing and managing risk and motivating senior managers and other key stakeholders to plan for, drive through and evaluate the impact of change processes.

8. Evidence of operating effectively and openly with the skills to develop productive working relationships with senior leaders and Councillors that commands respect, trust and confidence.
9. Ability to create environments for innovation, different thinking and creative solutions to complex problems to emerge.
10. Ability to maximise the use of technology for personal and programme effectiveness.
11. Strong commitment to public service values, equality, diversity, and inclusion.

Role Dimensions

1. Strategic management of programme design and successful implementation of local government reorganisation (LGR).
2. The overall budget and staffing responsibility for this role are to be determined as the programme is shaped.