

Employee	Job Title	Unit	Duties
Iain Fairlamb	Senior Manager – Planning	Place & Governance	<p>Role Purpose Senior Managers – Tier 2 will lead, direct and manage the interrelationship of a team of managers and/or highly qualified specialists across major activities of strategic importance to the Council.</p> <p>They will be ultimately responsible for developing and delivering the strategic plans for their service area and will be accountable for ensuring that the Council meets both internal and external requirements.</p> <p>They will provide support to the Leadership Team to progress a forward thinking culture of service delivery and developing an adaptable and resilient workforce with the ability to meet the continuous challenges of Local Government. They will review and address performance and will influence and shape the available resources as appropriate to meet the current and future needs of the Council.</p> <p>They are excellent at managing a team, they can lead and excite a cohesive group. They do not need expertise in a specific function or service area.</p> <p>They are accountable for the resource and performance management of their team, delivering value for money. They are accountable for ensuring individuals and teams act in accordance with organisational vision, values and behavioural competencies. They are responsible for budget and resource allocation and utilisation (capability management), pastoral care and remedial action where performance is not achieving desired expectations.</p> <p>Key Accountabilities Senior Managers – Tier 2 are accountable for:</p> <ul style="list-style-type: none"> • Developing and leading the implementation of strategies and plans for work area, which support and take forward Council strategy.

			<ul style="list-style-type: none"> • Ensuring financial plans are developed and that services operate effectively, within budget • Exploring ways of improving efficiency and effectiveness and promoting improvements in service delivery. • Working with colleagues from all areas of the Council, with committees and external bodies, providing high level advice • Leading and managing staff in a major functional area or service grouping. • Maintaining a continuous review of quality and of external benchmarks to promote the best possible service. • Providing integrated services that meet customers’ needs • Ensuring performance is managed, reported and improved <p>Applying innovation to service delivery, including the application of commercial thinking and acumen.</p>
<p>Steve Tucker</p>	<p>Senior Manager – Electoral and Democratic</p>	<p>Place & Governance</p>	<p>Role Purpose Senior Managers – Tier 2 will lead, direct and manage the interrelationship of a team of managers and/or highly qualified specialists across major activities of strategic importance to the Council.</p> <p>They will be ultimately responsible for developing and delivering the strategic plans for their service area and will be accountable for ensuring that the Council meets both internal and external requirements.</p> <p>They will provide support to the Leadership Team to progress a forward thinking culture of service delivery and developing an adaptable and resilient workforce with the ability to meet the continuous challenges of Local Government.</p> <p>They will review and address performance and will influence and shape the available resources as appropriate to meet the current and future needs of the Council.</p>

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