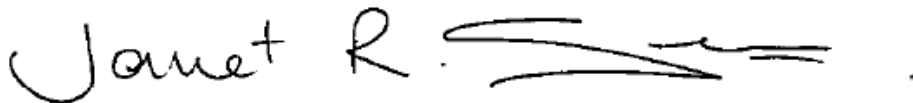


Public Document Pack

Lewisham Council Members

Members of the committee, listed below, are summoned to attend the meeting to be held on Wednesday, 14 March 2018.



Janet Senior, Acting Chief Executive
March 6 2018

Sir Steve Bullock	
Councillor Obajimi Adefiranye	
Councillor Abdeslam Amrani	
Councillor Chris Barnham	
Councillor Paul Bell	
Councillor Peter Bernards	
Councillor Chris Best	
Councillor Kevin Bonavia	
Councillor Andre Bourne	
Councillor David Britton	
Councillor Bill Brown	
Councillor Suzannah Clarke	
Councillor John Coughlin	
Councillor Liam Curran	
Councillor Janet Daby	
Councillor Brenda Dacres	
Councillor Amanda De Ryk	
Councillor Joe Dromey	

Councillor Damien Egan

Councillor Colin Elliott

Councillor Alan Hall

Councillor Carl Handley

Councillor Maja Hilton

Councillor Simon Hooks

Councillor Sue Hordijkenko

Councillor Mark Ingleby

Councillor Joyce Jacca

Councillor Stella Jeffrey

Councillor Liz Johnston-Franklin

Councillor Roy Kennedy

Councillor Helen Klier

Councillor Jim Mallory

Councillor Paul Maslin

Councillor Sophie McGeevor

Councillor David Michael

Councillor Joan Millbank

Councillor Jamie Milne

Councillor Hilary Moore

Councillor Pauline Morrison

Councillor John Muldoon

Councillor Olurotimi Ogunbadewa

Councillor Rachel Onikosi

Councillor Jacq Paschoud

Councillor John Paschoud

Councillor Pat Raven

Councillor Joan Reid

Councillor Gareth Siddorn

Councillor Jonathan Slater

Councillor Alan Smith

Councillor Luke Sorba

Councillor Eva Stamirowski

Councillor Alan Till

Councillor Paul Upex

Councillor James-J Walsh

Councillor Susan Wise

Council Agenda

Wednesday, 14 March 2018

7.00 pm, Council Chamber - Civic Suite

Civic Suite

Lewisham Town Hall

London SE6 4RU

For more information contact: Kevin Flaherty 0208 3149327 (Tel: 0208 314 9327)

Part 1

Item		Pages
1.	Declaration of Interests	1 - 3
2.	Appointment of a new Chief Executive	4 - 15

Agenda Item 1

COUNCIL		
Report Title	Declarations of Interests	
Key Decision		Item No. 1
Ward		
Contributors	Chief Executive	
Class	Part 1	Date: March 14 2018

Declaration of interests

Members are asked to declare any personal interest they have in any item on the agenda.

1 Personal interests

There are three types of personal interest referred to in the Council's Member Code of Conduct :-

- (1) Disclosable pecuniary interests
- (2) Other registerable interests
- (3) Non-registerable interests

2 Disclosable pecuniary interests are defined by regulation as:-

- (a) Employment, trade, profession or vocation of a relevant person* for profit or gain
- (b) Sponsorship –payment or provision of any other financial benefit (other than by the Council) within the 12 months prior to giving notice for inclusion in the register in respect of expenses incurred by you in carrying out duties as a member or towards your election expenses (including payment or financial benefit from a Trade Union).
- (c) Undischarged contracts between a relevant person* (or a firm in which they are a partner or a body corporate in which they are a director, or in the securities of which they have a beneficial interest) and the Council for goods, services or works.
- (d) Beneficial interests in land in the borough.
- (e) Licence to occupy land in the borough for one month or more.
- (f) Corporate tenancies – any tenancy, where to the member's knowledge, the Council is landlord and the tenant is a firm in which the relevant person* is a partner, a body corporate in which they are a director, or in the securities of which they have a beneficial interest.
- (g) Beneficial interest in securities of a body where:-

- (a) that body to the member's knowledge has a place of business or land in the borough; and
- (b) either
 - (i) the total nominal value of the securities exceeds £25,000 or 1/100 of the total issued share capital of that body; or
 - (ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the relevant person* has a beneficial interest exceeds 1/100 of the total issued share capital of that class.

*A relevant person is the member, their spouse or civil partner, or a person with whom they live as spouse or civil partner.

(3) Other registerable interests

The Lewisham Member Code of Conduct requires members also to register the following interests:-

- (a) Membership or position of control or management in a body to which you were appointed or nominated by the Council
- (b) Any body exercising functions of a public nature or directed to charitable purposes, or whose principal purposes include the influence of public opinion or policy, including any political party
- (c) Any person from whom you have received a gift or hospitality with an estimated value of at least £25

(4) Non registerable interests

Occasions may arise when a matter under consideration would or would be likely to affect the wellbeing of a member, their family, friend or close associate more than it would affect the wellbeing of those in the local area generally, but which is not required to be registered in the Register of Members' Interests (for example a matter concerning the closure of a school at which a Member's child attends).

(5) Declaration and Impact of interest on members' participation

- (a) Where a member has any registerable interest in a matter and they are present at a meeting at which that matter is to be discussed, they must declare the nature of the interest at the earliest opportunity and in any event before the matter is considered. The declaration will be recorded in the minutes of the meeting. If the matter is a disclosable pecuniary interest the member must take no part in consideration of the matter and withdraw from the room before it is considered. They must not seek improperly to influence the decision in any way. **Failure to declare such an interest which has not already been entered in the Register of Members' Interests, or participation where such an interest exists, is liable to prosecution and on conviction carries a fine**

of up to £5000

- (b) Where a member has a registerable interest which falls short of a disclosable pecuniary interest they must still declare the nature of the interest to the meeting at the earliest opportunity and in any event before the matter is considered, but they may stay in the room, participate in consideration of the matter and vote on it unless paragraph (c) below applies.
- (c) Where a member has a registerable interest which falls short of a disclosable pecuniary interest, the member must consider whether a reasonable member of the public in possession of the facts would think that their interest is so significant that it would be likely to impair the member's judgement of the public interest. If so, the member must withdraw and take no part in consideration of the matter nor seek to influence the outcome improperly.
- (d) If a non-registerable interest arises which affects the wellbeing of a member, their, family, friend or close associate more than it would affect those in the local area generally, then the provisions relating to the declarations of interest and withdrawal apply as if it were a registerable interest.
- (e) Decisions relating to declarations of interests are for the member's personal judgement, though in cases of doubt they may wish to seek the advice of the Monitoring Officer.

(6) Sensitive information

There are special provisions relating to sensitive interests. These are interests the disclosure of which would be likely to expose the member to risk of violence or intimidation where the Monitoring Officer has agreed that such interest need not be registered. Members with such an interest are referred to the Code and advised to seek advice from the Monitoring Officer in advance.

(7) Exempt categories

There are exemptions to these provisions allowing members to participate in decisions notwithstanding interests that would otherwise prevent them doing so. These include:-

- (a) Housing – holding a tenancy or lease with the Council unless the matter relates to your particular tenancy or lease; (subject to arrears exception)
- (b) School meals, school transport and travelling expenses; if you are a parent or guardian of a child in full time education, or a school governor unless the matter relates particularly to the school your child attends or of which you are a governor;
- (c) Statutory sick pay; if you are in receipt
- (d) Allowances, payment or indemnity for members
- (e) Ceremonial honours for members
- (f) Setting Council Tax or precept (subject to arrears exception)

Agenda Item 2

COUNCIL		
Report Title	Appointment of a new Chief Executive	
Key Decision	n/a	
Ward	All	
Contributors	Head of Organisational Development and Human Resources	
Class	Part 1	Date 14 March 2018

1. Summary

The appointment of a Chief Executive requires a formal Council decision, and on the 24 November 2017 full Council agreed to the formation of an Appointments Panel to assist with this recruitment process. This report, provides background information on the rigorous activity carried out by the Panel to recruit a new Chief Executive. The Council is asked to note that the Appointments Panel has completed a thorough recruitment process and Council is recommended to appoint the recommended candidate as Chief Executive.

2. Purpose

This report asks the Council to appoint Ian Thomas as Chief Executive.

3. Recommendations

- 3.1 To note the Appointments Panel has completed a rigorous selection process to recruit a new Chief Executive.
- 3.2 To agree the recommendation of the Appointments Panel, that Ian Thomas is appointed as Lewisham Council's new Chief Executive, with an anticipated start date of 14 May 2018.
- 3.3 To note that the salary agreed is within the range approved by Council.
- 3.4 To note that the Interim acting Chief Executive arrangements, agreed by Council on 24th November 2017, will cease on the arrival of the new Chief Executive.

4.0 Background

Barry Quirk's Secondment followed by Permanent Appointment

- 4.1 Barry Quirk served as the Council's Chief Executive for approximately 23 years, since his appointment in November 1994.
- 4.2 In response to the tragic events at Grenfell Tower on 14 June 2017, on 23 June 2017, Barry Quirk was seconded from Lewisham to the Royal Borough of Kensington and Chelsea (RBKC) to act as their Head of Paid Service.
- 4.3 Barry Quirk was subsequently appointed Chief Executive of the Royal Borough of Kensington and Chelsea and served formal notice of termination of his employment at Lewisham Council, with a last day of service of 31/01/2018
- 4.4 RBKC agreed to reimburse Lewisham for the full costs of the Chief Executive's Lewisham salary during this secondment until the Chief Executive's formal last day of service.

Interim arrangements

- 4.5 On the 24th November 2017, Council agreed that the Executive Director for Resources and Regeneration continue to act as Acting Chief Executive in the period until a new Chief Executive has been appointed and is in post.

Setting up of the Appointments Panel

- 4.6 By law the decision to appoint a new Chief Executive is reserved to full Council. This legal requirement is reflected in the Council's Constitution.
- 4.7 Given the significance of the Chief Executive appointment, Council on 24 November 2017, agreed that it would be appropriate for an advisory panel to be established to facilitate participation of a large, though not unwieldy, number of members in the recruitment process. It agreed that the panel should consist of 9 members, namely the Chair of Council (who should chair the Panel), the Chair of Overview and Scrutiny Committee and the Mayor, plus 3 additional members of the Executive, 2 members from the largest political group who are not members of the Mayor and Cabinet, and one further non-executive member who is not a member of the largest political group. This would provide for a broader involvement of members, both executive and non-executive, though still remain on a manageable scale.
- 4.8 The proposed terms of reference for the Advisory Panel were to shortlist and interview candidates for the post of Chief Executive and, with professional support from external advisors and the Head of Organisational Development & Human Resources, to report to full Council with a recommendation concerning the appointment of a new Chief Executive.

- 4.9 The Appointment Panel members were;-

Councillor Obajimi Adefiranye (Chair)
Sir Steve Bullock
Councillor Kevin Bonavia

Councillor John Coughlin
Councillor Janet Daby
Councillor Brenda Dacres
Councillor Amanda De Ryk
Councillor Damien Egan
Councillor Alan Hall

5.0 The Recruitment Process

Advertising and Search

- 5.1 The Head of Organisational Development & Human Resources, following a tender exercise, commissioned Penna, a leading external recruitment agency to assist with the recruitment process.
- 5.2 Given the importance of the position to the Council, alongside the appointed recruitment agency, the services were commissioned of a former London Chief Executive (Andrew Kilburn) who had particular experience of the requirements of the role, to assist in the process.
- 5.3 Adverts were placed (Appendix A) to run from the beginning of December 2017 until the end of the first week of January 2018. During this period Penna also conducted search activity. Meetings were arranged to enable candidates to get a better understanding of the Council.
- 5.4 The existing Chief Executive role profile and person specification were twenty years old and no longer current, therefore new versions were produced to support the recruitment process. (Appendix B).

Longlisting

- 5.5 Sixteen applications were received by the closing date of 8 January 2018. A longlisting meeting was convened on the 12 January to review the applications. Due to the high calibre of applications, and the wish to give the Appointments Panel a wide list of candidates to shortlist from, eleven candidates were longlisted for technical interview.
- 5.6 The eleven candidates received thorough technical interviews by Andrew Kilburn and Penna on 18 and 19 January.

Shortlisting

- 5.7 The Appointments Panel met for the first time on 7 February to receive feedback on the eleven longlisted candidates' technical interviews and to review candidates' CVs.
- 5.8 The Appointments Panel shortlisted four strong candidates for final interview.

Assessment processes conducted with shortlisted candidates

- 5.9 After the shortlisting meeting of the Appointments Panel on 7 February, the following additional stages of assessment took place, to establish a broad

picture of the candidates' suitability for the Chief Executive role. These were as follows:-

5.9.1 Peter Rhodes (Occupational Testing Ltd)

- a. Critical Reasoning Test
- b. Personality Test

5.9.2 Stakeholder Event:- A Stakeholder event was held on the 21 February for candidates to engage with a range of Lewisham's key partners to enable candidates to have a clearer picture of the Lewisham partner landscape, but also more importantly to get feedback from our key partners on candidates. The stakeholders were grouped into three themed panels; Public Services; Community; Housing, Regeneration & Economy. Candidates were interviewed in turn by each of the three stakeholder panels. The feedback on candidate from the panels was reported to the final Appointment Panel meeting. This feedback focussed on the candidates':-

- personal style/fit with Lewisham stakeholders
- understanding of key issues within the theme of the stakeholder panel, both at a Lewisham and national level.
- ability to present clear articulate informed answers with gravitas.

Appointments Panel Interview and Recommendation Meeting

- 5.10 The Appointment Panel met for the second time on 22 February to receive a presentation from and to interview the four shortlisted candidates. Each candidate was required to give a presentation, without the use of visual aids, highlighting what they believed the top three strategic priorities were for Lewisham Council (one short term and two medium term) and how they planned to successfully achieve them. An in depth interview then followed.
- 5.11 On conclusion of all the interviews the Appointment Panel discussed and considered all the assessment information gathered on the candidates. The Panel's recommendation was that Ian Thomas should be appointed as Chief Executive
- 5.12 Ian Thomas holds the position of Strategic Director for Children and Young People at Rotherham Council. His recent achievements include transforming children's services in Rotherham, improving from a rating of 'inadequate' to 'good with outstanding features' within three years with Ofsted reporting that there is now 'a positive organisational culture' in Rotherham. At the same time, education standards have improved and as lead commissioner for victims and survivors of child sexual exploitation (CSE), Ian Thomas mobilised a response with partners that resulted in the conviction of 30 sex offenders, who are now serving around 400 years in jail between them.

5.13 Ian Thomas previously held positions of Deputy Chief Executive and Strategic Director for Children and Younger Adults at Derbyshire County Council and Assistant Director (Social Care and Housing Strategy) at Trafford MBC.

6.0 Legal Implications

6.1 The Council's general power to appoint staff is set out in Section 112 Local Government Act 1972. In Lewisham, the Chief Executive is designated as the Head of Paid Service under Section 4 Local Government and Housing Act 1989. This is a statutory post with the duties set out in Section 4 (3) of the 1989 Act which include reporting, (where they think it appropriate) on the co-ordination of the discharge of the Council's functions, the number and grades of staff required, the organisation of staff and their appointment and proper management. The post is also designated as the Council's Returning Officer and Electoral Registration Officer for the purposes of legislation pertaining to electoral law.

6.2 By virtue of the Local Authorities (Standing Orders) (England) Regulations 2001, as amended, Councils must include in their procedural rules that an offer of appointment as the Head of Paid Service is subject to the approval of full Council. Before an offer of appointment may be made, the Regulations require that the Authority must ensure that the proper officer notify each member of the Executive of the proposed appointment giving them an opportunity to object to the proposed appointment. An offer of appointment may only be made if either the Mayor has confirmed that there is no objection, no objection has been raised or any objection made is not deemed material. The Council's Constitution reflects these legal requirements which have been followed in this recruitment process. Notice has been given to all the members of the Executive, with the option to object. If any objections are received it will be brought to the attention of Council at the meeting.

6.3 Article 9(1) of the Council's Constitution states that the appointment of the Head of Paid Service is a matter for full Council.

6.4 The Council's Pay Policy Statement which is agreed annually under the provisions of Section 38 Localism Act 2011 et seq. provides that if the salary for a post which did not previously exist is proposed to exceed £100,000 then that salary must be approved by full Council. It is a statutory requirement that the Council must abide by its Pay Policy Statement once agreed. The Council agreed the salary parameters that the new Chief Executive would be appointed to on the 24th November 2017, having received a recommendation from the Appointments Committee. The proposed appointment is at a salary within that range.

6.5 The Equality Act 2010 (the Act) introduced a public sector equality duty (the equality duty or the duty). It covers the following protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

- 6.6 In summary, the Council must, in the exercise of its functions, have due regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
 - advance equality of opportunity between people who share a protected characteristic and those who do not.
 - foster good relations between people who share a protected characteristic and those who do not.
- 6.7 It is not an absolute requirement to eliminate unlawful discrimination, harassment, victimisation or other prohibited conduct, or to promote equality of opportunity or foster good relations between persons who share a protected characteristic and those who do not. It is a duty to have due regard to the need to achieve the goals listed in the paragraph above.
- 6.8 The weight to be attached to the duty will be dependent on the nature of the decision and the circumstances in which it is made. This is a matter for the Mayor, bearing in mind the issues of relevance and proportionality. The Mayor must understand the impact or likely impact of the decision on those with protected characteristics who are potentially affected by the decision. The extent of the duty will necessarily vary from case to case and due regard is such regard as is appropriate in all the circumstances.
- 6.9 The Equality and Human Rights Commission has issued Technical Guidance on the Public Sector Equality Duty and statutory guidance entitled “Equality Act 2010 Services, Public Functions & Associations Statutory Code of Practice”. The Council must have regard to the statutory code in so far as it relates to the duty and attention is drawn to Chapter 11 which deals particularly with the equality duty. The Technical Guidance also covers what public authorities should do to meet the duty. This includes steps that are legally required, as well as recommended actions. The guidance does not have statutory force but nonetheless regard should be had to it, as failure to do so without compelling reason would be of evidential value. The statutory code and the technical guidance can be found at:
- <https://www.equalityhumanrights.com/en/advice-and-guidance/equality-act-codes-practice>
- <https://www.equalityhumanrights.com/en/advice-and-guidance/equality-act-technical-guidance>
- 6.10 The Equality and Human Rights Commission (EHRC) has previously issued five guides for public authorities in England giving advice on the equality duty:
- [The essential guide to the public sector equality duty](#)
 - [Meeting the equality duty in policy and decision-making](#)
 - [Engagement and the equality duty: A guide for public authorities](#)
 - [Objectives and the equality duty. A guide for public authorities](#)
 - [Equality Information and the Equality Duty: A Guide for Public Authorities](#)

- 6.11 The essential guide provides an overview of the equality duty requirements including the general equality duty, the specific duties and who they apply to. It covers what public authorities should do to meet the duty including steps that are legally required, as well as recommended actions. The other four documents provide more detailed guidance on key areas and advice on good practice. Further information and resources are available at:

<https://www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty-guidance#h1>

7.0 Financial implications

The salary cost of the new Chief Executive will be met from existing budgets and is within the agreed range recommended by the Appointments Committee and agreed by Council.

8.0 Conclusion

Following a rigorous recruitment process, the Council is recommended to appoint Ian Thomas as the new Chief Executive of Lewisham Council in accordance with the recommendation of the Appointment Panel

Appendix A

Realise our potential Chief Executive

Lewisham is an exciting, dynamic Inner London borough with a reputation for consistent achievement and stability. We have a diverse population of nearly 300,000 residents, excellent access to Central London, and open spaces that cover over a fifth of our borough. We wish to appoint a new Chief Executive to work in partnership with a new Mayor – who will be elected from May 2018.

Sir Steve Bullock and Barry Quirk have created an impressive legacy, but the challenges ahead remain numerous. We need to modernise and transform services within an ever-tightening financial framework, sustain partnerships in key areas, and create improved educational opportunities for our people. It's vital we work with local communities to provide a focus for regeneration – providing both jobs and homes.

As Chief Executive, you will come with an impressive track record. An inspirational leader, you instill confidence and trust among elected members, partners and staff. You will understand the nature of the critical relationship with a directly elected mayor, whilst serving the whole Council. Passionate in your determination to deliver excellent services, you will have a keen commercial awareness. You will also have the ability to think creatively about the Council's role as enabler, as well as a provider of services.

An understanding of the central importance of diversity, both as an employer and as a service provider, is an essential requirement for candidates. This, together with your track record, personal credibility and outstanding interpersonal skills, will help you create Lewisham's future.



Appendix B

CHIEF EXECUTIVE:- JOB DESCRIPTION

JOB PURPOSE

To provide outstanding strategic and organisational leadership across the key responsibilities of the role.

KEY RESPONSIBILITIES

Corporate and Organisational Leadership

1. To be the Council's Head of Paid Service and Principal Adviser to the Mayor, Council, Cabinet and Committees.
2. To provide leadership and direction to the Council's Executive Management Team in delivering agreed strategies, plans and programmes.
3. To work in close co-operation with the Mayor to ensure that his/her priorities are integrated within the Council's overall plans and programmes, and are delivered accordingly.

4. To provide visible and inspirational leadership to the organisation, role modelling its values and being accessible and approachable.
5. To provide the interface between Members and Senior Officers and to ensure that protocols and processes exist designed to promote effective joint working and ease of communication.

Performance and Quality

1. To ensure that the capacity of the organisation is consistent with a requirement to deliver high quality services in an efficient and effective manner.
2. To promote an attitude and a culture which values innovation and creativity.
3. To ensure that rigorous performance management systems exist throughout the organisation designed to monitor and review the overall effectiveness of the Council.
4. To promote continuous improvement across all service areas.
5. To champion an approach to individual and collective learning and development within the organisation.

Partnerships

1. In close co-operation with the Mayor, to provide leadership in developing and sustaining partnership working at a local, regional and national level, to ensure the best outcomes for Lewisham residents
2. To ensure that the full organisational strengths of the local authority are deployed to the maximum beneficial effect when working with partners to deliver programmes of sustainable investment.

Communications and External Relations

1. To work with the Mayor, elected members and chief officers in promoting Lewisham locally, regionally and nationally.
2. To develop programmes of local engagement and communication within the Borough with stakeholders and local communities designed to promote the work of the Council and to deepen the Council's own understanding of those it exists to serve.

Diversity

1. To promote and celebrate the diversity represented in Lewisham and to ensure that this is central to the work of the Council both in terms of policy development and implementation and also to the style and culture of the organisation as a service provider and as an employer.
2. To personally act as a champion and role model for diversity.

Statutory Accountabilities

1. The role is designated as Head of Paid Service and is a statutory appointment under the provisions of section 4 of the Local Government and Housing Act 1989.
2. To be the Returning Officer and the Electoral Registration Officer for the London Borough of Lewisham.

3. To fulfil such other statutory responsibilities that may be the responsibility of the Councils Chief Executive / Head of Paid Service, from time to time.

Other Appointments

1. The post-holder may, with the Councils permission, be appointed to outside bodies and external agencies as an executive, non-executive or representative of the Council, consistent with the roles and responsibilities of the post of Chief Executive.

Emergency Planning

1. Act as Gold Command for Lewisham in respect of emergency planning as well as acting as Gold Command at a London level on a rotational basis

Other Appropriate Duties

1. The needs and requirements of the role of Chief Executive necessarily change and evolve over time. This job description provides an outline of current priorities. The post-holder will be required to undertake other duties and responsibilities considered appropriate to the role.

CHIEF EXECUTIVE:- PERSON SPECIFICATION

KNOWLEDGE

1. A detailed knowledge and understanding of the role of local government within wider public service provision. An appreciation of the difference a high performing local authority can make to the lives of its residents.
2. An understanding of the complex network of partnerships, contractual relationships, third sector and community involvement in providing quality public services.
3. A knowledge of the financial framework in which local government operates, the constraints and opportunities which exist and strong commercial awareness.
4. An understanding of the political environment in which both the local authority and Chief Executive operate. In particular an appreciation of the role of a directly elected mayor and the implications for both governance and working relationships.

5. An understanding of the complex dynamics of local government in London.

EXPERIENCE

1. Significant and demonstrable achievement at a senior level within a large and complex public services oriented (or similar) organisation.
2. Experience of managing resources effectively to deliver identifiable outcomes- to include the management of people, finance, land and buildings.
3. Leadership of successful change programmes which have delivered sustainable service improvements with measurable outcomes.
4. The management of relationships and partnership working across organisational boundaries at a strategic level delivering service improvements and demonstrable benefits to local communities and residents.
5. Proven track record of achievement in promoting community cohesion, diversity and equal opportunities.
6. A detailed knowledge and understanding of how to promote equality and diversity both as a service provider and as the Head of Paid Service.

SKILLS AND ABILITIES

1. An ability to build relationships, inspire confidence and trust, and provide a clear sense of direction.
2. A demonstrable ability to generate innovative and creative solutions to challenging and complex problems.
3. A clear and analytical thinker combined with the communication, negotiation and influencing skills required to secure support for implementation and delivery.
4. An ability to provide succinct, clear and timely advice based on consultation but with full personal accountability.
5. Proven ability to manage organisational and individual performance to deliver strategic objectives with identifiable benefits for communities and individuals.
6. The ability to develop, support and role model a culture which is positive, innovative, focussed on quality and high performance in which staff are valued and encouraged.

PERSONAL QUALITIES

1. Resilience and a capacity to manage a complex and demanding workload. An ability to deliver under pressure.
2. A passion for public service and a commitment to secure the best possible outcomes for communities and individuals in Lewisham.
3. A belief in achievement through others-an empathetic style which values a range of contributions and is committed to organisational and individual development.
4. A highly visible individual both within the organisation and externally approachable, accountable and responsive.
5. Ambitious and driven for the Council, Lewisham, partners, local communities and themselves.

QUALIFICATIONS AND COMMITMENT TO PERSONAL DEVELOPMENT

1. A degree or relevant professional qualification.
2. A commitment to refreshing and renewing skills and knowledge or new learning where required to meet the demands of the post.
3. An ability and willingness to seek feedback on performance in the role and self-reflect and adapt as appropriate. e.g. impact on others, personal style and behaviours.