

## Job description

Heading up SCL’s leadership team and reporting to the SCL board, you will determine strategic objectives, lead on financial planning and develop the culture of the organisation. You will also continue to grow SCL’s income base while optimising the value and contribution made by its assets to the city and identifying opportunities for growth. You will:

- ◀ Provide strategic/organisational leadership, actively and effectively promoting SCL’s vision, values and priorities ensuring that they are visible and embedded across the organisation.
- ◀ Represent SCL with authority, integrity and sensitivity, building/maintaining strong partnership-based relationships and providing strategic advice to, the city mayor and elected members, SCC staff, stakeholders, local communities, other partners and the wider leisure and culture sector to deliver the agreed sport, leisure and culture vision for the city.
- ◀ Lead and empower a high performing, creative management team.
- ◀ Set, monitor, review and be accountable for performance across all SCL services, ensuring that all key organisational plans are delivered and performance targets are met.
- ◀ Ensure that SCL governance is transparent and effective – maintaining the values-based inclusive organisational culture that embraces diversity, equity and innovation at every level.
- ◀ Ensure the efficient and innovative management of all resources - to optimise SCL’s organisational capacity, commercial and social and effectiveness.
- ◀ Lead, deliver and oversee facilities and services which contribute to the delivery of agreed outcomes and improve the mental and physical wellbeing of Salford residents through sport, physical activity, culture, libraries, community facilities, services and events.
- ◀ Work with influence key decisions/decision-makers, seeking funding, building capacity, building profile, developing networks and relationships.

## Person specification

Criteria	Essential / desirable
Experience, qualifications & training	<p>Proven senior strategic leadership experience and success within a comparable large and complex organisation delivering excellent business and customer focused services alongside social and community impact.</p> <p>Leading and developing management teams and staff across the organisation.</p> <p>Leading change that challenges existing ways of working, and forms of service delivery providing better community outcomes</p> <p>Financial performance and fiscal/regulatory compliance management experience.</p> <p>Educated to degree level or equivalent in a relevant discipline.</p> <p>Management or post graduate qualification.</p>
Skills, knowledge and competencies	<p>Excellent communication/influencing skills; ability to manage complex relationships with a diverse range of senior leaders/stakeholders from a range of community, public and private sector organisations - in politicised environments.</p> <p>Strong leadership skills, commercial understanding and business acumen.</p> <p>Operational management experience/understanding working within at least some of sport/physical activity/culture/libraries/heritage environments aligned with in-depth understanding of the challenges faced in public sector/commercial contexts.</p> <p>Excellent financial and budget management skills.</p> <p>Strategic thinker able to produce/adapt new ideas, approaches and solutions.</p> <p>A skilled communicator who does so with clarity, conviction and enthusiasm and can demonstrate integrity, create rapport and build trust and confidence.</p> <p>Proven experience leading/promoting successful change, including service redesign to improve impact and efficiency.</p> <p>Ability to analyse strategic and operational issues, develop innovative and practical solutions and deliver them effectively.</p>

	<p>Experience developing strategies and action plans to achieve outcomes and drive continuous improvement.</p> <p>Demonstrates via behaviours and actions an absolute commitment to SCL values</p> <p>Proven track record of monitoring and managing KPIs.</p> <p>Ability to interpret and act on a wide range of complex data.</p>
Other	<p>A high degree of personal and professional integrity and credibility.</p> <p>Clear understanding of how SCL can contribute to improving health, reducing inequalities, and increasing participation in physical and cultural activity.</p> <p>Ability to provide visible and supportive leadership, empowering, enabling, motivating and developing the workforce and fostering a positive organisational culture.</p> <p>Experience of formal governance and reporting at executive and board level, including strategic/performance scrutiny</p>