

Strategic Head of Finance

Service	Reporting to	Location	Grade
Finance	Deputy Chief Finance Officer	Civic Centre, Swinton	Senior Officers Band D

About the role

This role is a senior management post within the Council and will provide strategic leadership and management to a specific service. To provide strategic leadership for continuous service improvement that embraces corporate priorities and initiatives, including through the professional development of teams and staff. In this role you will:

- Manage, deploy and co-ordinate all resources in a well-planned and controlled manner, ensuring that service requirements and resource levels are fully identified.
- Take a lead role in effective working with Executive Directors and their teams, NHS and other partners and key stakeholders to ensure that the service contributes to the development and delivery of key priorities with regard to service development and strategic direction.
- Take lead responsibility for advising elected Members, Committees, services and other stakeholders on matters relating to their service area.
- Ensure effective communication through high quality reports, informal briefings and presentations to Committees, elected Members, MPs and partner organisations.
- Ensure that Council corporate requirements are consistently met, including for business planning, performance management and budget monitoring.
- Take lead accountability for the implementation of systems and procedures in line with relevant statutory requirements and the proper application of corporate policies across all areas of the service.

Key outcomes

- Lead accountability for the continuous improvement of financial management arrangements that will provide assurance that the authority is delivering its priorities within budget.
- Development of effective working relationships with NHS and other partners and key stakeholders to support to delivery of organisational priorities.
- Act as a principal advisor on a portfolio of financial services functions and take lead roles on authority-wide strategic groups as appropriate.
- Lead accountability for ensuring that financial management arrangements are integrated into and aligned to organisational design principles and corporate strategy.
- Ensure effective financial systems and procedures are embedded across all processes for a consistent council-wide approach and the delivery of key statutory responsibilities.
- Take lead accountability for the provision of sound financial management and financial strategy for high level initiatives and projects, ensuring that strategies fully support the authority's strategic plans and provides robust financial management arrangements.
- Ensure that the authority's strategic direction is fully integrated with appropriate financial frameworks, enabling corporate aims and objectives to be met successfully.
- Provision of diplomacy, negotiation and interpersonal skills will support and influence strategies to achieve the best service and project outcomes compatible with good financial management.
- Effective financial planning and assessment of risk will assist the Deputy Chief Finance Officer in ensuring the financial resilience of the organisation.
- Provide skills, experience and reputation will promote and enhance the finance function among senior managers, members and partner organisations.

What we need from you

- Must be a qualified CCAB/CIMA Accountant.
- Experience of preparing, managing and monitoring significant revenue and capital budgets in a large and complex organisation.
- An understanding of the national policy context for local government.
- Proven experience of effective working relationships with key external partners
- To model and demonstrate our values and leadership behaviours.
- Proven technical skills and ability in the role with a record of accomplishment for delivering outcomes.
- An understanding of relevant legislation and local government accountancy practices
- Professional credibility through proven relevant experience.
- Digital skills in financial systems and Microsoft office products.
- Ability to work with services to help develop service strategies.
- Proven track record as a manager of people and evidence of strong performance management.
- Strong relationship management with all clients in relation to service delivery, dispute resolution and service continuity.

- Ability and willingness to be flexible to reflect our generic approach to providing a finance service to customers.

What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Developing your leadership skills

We want to equip our leaders with the knowledge, skills and behaviours outlined in our #LeadingSalford programme. Our aim is to support you to lead highly engaged, motivated teams in today's rapidly changing environment. This will be achieved through a range of bite-size Master Classes designed to help you meet the expectations that we have of our Salford leaders. In addition to the core Master Classes, we also provide accredited leadership programmes which let you build on your experience, learn about emerging approaches, and further develop your leadership practice.

Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](https://www.instituteforapprenticeships.org/) website.

A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning

opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea website](#).

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme, you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

Our leadership behaviour framework

Leadership is action, not a position. It's not just what we do but how we do it.

Whatever your role at Salford, we all strive to achieve our vision and the best outcomes for the residents and communities of Salford.

As leaders, we all have an important part to play in achieving our organisational and service priorities. These priorities give us direction and a shared purpose in our roles and should be the focus when making decisions.

We can help make these priorities a reality by living and breathing our Salford values and leadership behaviours.

This framework is broken down into three main areas:



This behaviour framework will support us all to reflect and hold ourselves, and each other to account, as we strive for continuous improvement.

Full details of how this framework shapes our Leaders and is delivered in the workplace can be found on the [Salford Leadership](#) pages of our [greater.jobs](#) website.

Our organisation's values

We have four values: Pride, Passion, People, Personal responsibility.

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



Pride

Passion

People

Personal responsibility

Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.