Ambitious Stockport, creating opportunities *for everyone*

Thinking Stockport

Achieving as a Team

Working with Ambition

Showing everyone Respect

Job Profile and Working for Stockport

Our Council

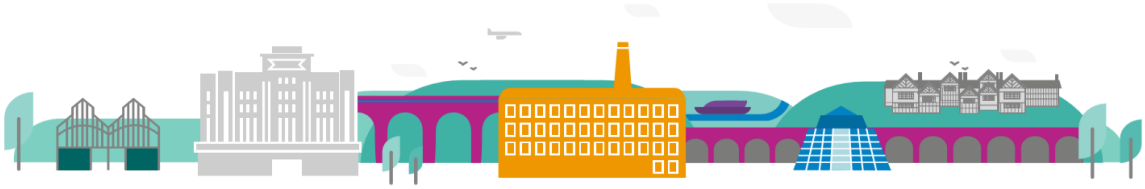
Our employees are our **greatest asset**. We're proud of the way we provide vital frontline services every day and work together, as **one team.**

Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at https://greater.jobs/locations/stockport/



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About the Job

Role:	Transformation Programme Manager
Service Area:	Transformation
Directorate:	Corporate and Support Services
Salary Grade:	M Band 3 £53,051 – 60,084

Main Purpose of the Job

To drive forward Stockport's transformation programme through a strong business partner approach. Fundamentally this role is crucial to facilitating, influencing and driving delivery plans and new ways of working required to meet the ambitions set out in the Council Plan, One Stockport One Future and to deliver our Medium-Term Financial Plan

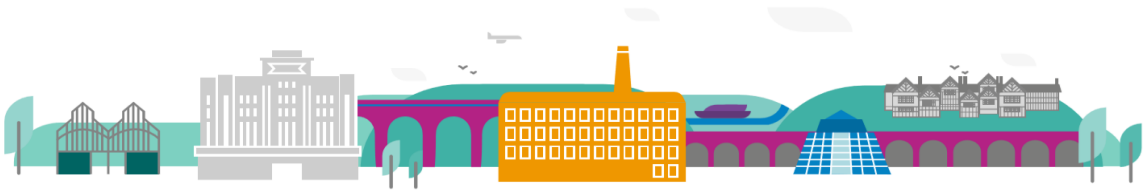
You will provide leadership across complex programmes of transformation, bringing together services, corporate expertise and partners to turn strategic priorities into deliverable change. You will lead and develop project managers and provide direction, challenge and support across the wider transformation portfolio.

You will be accountable for establishing strong programme governance and ensuring that outcomes, benefits, resources, performance, dependencies and risks are actively managed. Working with senior leaders, you will identify opportunities to improve services, increase efficiency and value for money and secure the financial and non-financial benefits required to support the Medium-Term Financial Plan.

You will use your professional expertise, evidence and insight to challenge existing approaches, develop solutions and influence decision-making in a complex political and organisational environment. Through strong relationships and effective business partnering, you will help create the conditions in which significant and sustainable change can be successfully delivered.

Key Responsibilities

- To work with senior managers and the Head of Transformation to support the development and implementation of strategic plans.
- To act as a business partner for a designated directorate and provide support to Corporate Transformation programmes.
- To develop and agree a business plan for directing resources in an appropriate manner based upon need and a realistic assessment of the associated risks.
- To provide strategic advice and recommendations on national, regional and local issues, statute, best practice and innovative thinking, and to support and where



appropriate lead the enactment of advice and recommendations, in relation to change management, business transformation and policy/ strategy development.

- To negotiate with, lobby and influence others to secure successful decision making and outcomes in complex environments that include Elected Councilor's, Senior Managers and key external partners.

- To manage performance, risk, budgets and people to deliver defined outcomes and benefits from complex programmes of activity.

- Build and maintain positive relationships with senior managers, key partners and other colleagues to enable collaborative and effective change.

- To analyse, synthesise and communicate complex information in a range of media and formats and in ways that are appropriate to the intended audience.

- To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.

- To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

Additional Information

The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

About You

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

- Working to the Council's values and behaviours by:
  - Keeping the people of **Stockport** at the heart of what we do
  - Succeeding as a **team**, collaborating with colleagues and partners
  - Driving things forward with **ambition**, creativity and confidence

- Showing value and respect to our colleagues, partners and customers.

- Substantial experience and expertise in a transformation and business change environment.
- Experience of working in a local government, public sector or similar environment.
- Experience of managing projects/programmes and/or a diverse workload, achieving objectives to time and quality.
- Desirable – project, programme, change management or equivalent qualification or the willingness to work towards this.
- Experience of shaping and implementing new approaches and processes within a political environment.
- Experience of working with a range of internal and external stakeholders to build positive relationships and work collaboratively, to manage and implement change, working flexibly and developing innovative approaches.
- Experience of evaluating options, assessing risk and determining appropriate actions.
- Experience of supporting and developing teams and individuals to maximise their potential and achieve individual goals and objectives.
- Experience of managing resources to achieve value for money and provide a high-quality service.
- Effective leadership and management skills with well- developed negotiating and influencing skills.
- Strong interpersonal skills with the ability to relate to all levels within the organisation and with partner agencies
- Effective analytical skills with the ability to quickly establish key issues and the implications for the Council.