

JOB DESCRIPTION

Job Title: Director of Strategy and Performance	
Job Family: Business Support	Role Profile Title: BB5 Police Staff
Reports To: Chief of Staff	Band level: 5M
Staff Responsibilities (direct line management of): Head of Strategy and Performance, OPCC Programme Manager, OPCC Analyst(s)	

a. **OVERALL PURPOSE OF THE ROLE:** Defines the role, put simply, why it exists.

The overall purpose of the role is to: provide strategic leadership across the OPCC in relation to strategic planning and performance monitoring, to deliver a high quality, adaptable, flexible, and sustainable support service enabling the PCC to effectively discharge their statutory responsibility to represent the needs of the communities across the Thames Valley, building strategic relationships across services.

b. **KEY ACCOUNTABILITY AREAS:** Define the important aspects of the role for which the job holder is responsible for results or outcomes.

The key result areas in the role are as follows:

1. Lead, motivate, engage, and develop the OPCC Strategy and Performance directorate. Act as a strategic point of direction, consultancy and contact to contribute to the overall development of OPCC strategy and performance. Ensure the PCC's strategic priorities are planned in the efficiently and effectively, including performance monitoring for both OPCC and TVP KPIs. Collaborate with the Chief Finance Officer and Head of Governance to ensure all strategic plans are financially viable and comply with the statutory legislative requirements and governance arrangements. Build strong relationships with the Chief Constable's Management Team (CCMT) to ensure effective collaboration in holding the force to accountable for performance. Ensure the effective discharge of the PCC's strategic planning considering local, regional and national functions, e.g. support, as appropriate, for the PCC's role on national and regional Association of PCCs (APCC) boards and working groups, etc.

2. Lead the strategic planning processes and provide in depth expertise and advice to the PCC. Develop and implement problem-solving methodologies and evidence-based strategy development, considering national, regional, and local policies, guidance and landscape. Identify strategic risks and issues and ensure they are effectively managed, mitigated and socialised across the OPCC. Provide horizon scanning services across the OPCC to identify future impacts on strategy development, finance and governance to ensure the PCC's priorities consider national, regional and local challenges as well as statutory and legislative changes. Lead on strategy for Victims Services, Violence Prevention and use of PCC funding allocations for reducing crime and disorder.

3. Identify additional funding opportunities and develop individual and partnership bids. Lead commissioning activities, with the support of the OPCC Programme Manager and in collaboration with the relevant members of both the Chief Officer Group and Senior Leadership teams, to ensure high quality commissioning of both internal and external service provision.

4. Through the OPCC Programme Manager, ensure efficient and effective decision-making and project management frameworks are in place. Provide support to the whole OPCC in review of process effectiveness and support for improvement.

5. Lead strategic relationships and activities relating to development of the PCCs strategic plan including Victims' Services, and Violence Prevention Partnership. Manage complex issues and relationships with strategic partners within Criminal Justice, wider public sector organisations, Local Authorities and Community Service providers. E.g. Community Safety Partnerships; Youth Offending Team (YOT) Boards, Health and Wellbeing Boards, and Local Authorities. Collaborate with the OPCC Communications and Engagement Manager to gather views from key partners, victims and witnesses, and other stakeholders on matters pertaining to, for example, strategic risks and opportunities, policies and service commissioning /grant funding proposals. Engage and consult with the communities of the Thames Valley to ensure their voice is heard on matters relating to strategic priorities and provide appropriate advice to the PCC in relation to their strategic plan.

6. Lead a strategic and evidence-based approach to analytical services across the OPCC, and relevant stakeholders, to support with strategic planning, commissioning, and performance monitoring and accountability of OPCC, TVP and service provider performance. Develop and maintain a meaningful performance framework within the OPCC including a consistent approach to lessons learned and continuous improvement. Provide a consistent strategy for performance management of commissioned services across the OPCC. Attend relevant TVP meetings to provide rigorous and informed feedback to the PCC, to enable them to effectively hold the Chief Constable to account for TVP performance.

7. Lead the strategic planning of a diverse range of high-impact communication and engagement opportunities encompassing both internal and external perspectives at all levels of the Thames Valley stakeholder organisations and communities. Provide strategic leadership for all internal and external communications and engagement activity with OPCC employees, TVP, service providers, stakeholders and the public. Hold the strategic brief for ensuring the PCC has support in relation to communication and engagement plans ensuring these link effectively to PCC strategic priorities including plans to support the Trust and Confidence agenda. Accountable for ensuring that all OPCC departmental communications both internal and external are aligned with the overall OPCC strategic plans. Be the strategic lead for all press enquiries, linking with the Head of Governance to ensure that there is alignment with the PCC and OPCC statutory obligations e.g. publication of Specified Information Order and any press enquiries received as a result.

c. **DIMENSIONS:** Include matters as key result areas that make the greatest demands on the role holder, seasonal pressures, items processed, the number of customers and/or level of authority to make financial decisions or commit other resources.

Further Comments:
Delegated budget responsibility in line with Joint OPCC and TVP Governance Framework.
Collaborative decision-making with Strategic Leadership Team colleagues.

d. **CHARACTERISTICS OF THE ROLE**

Expertise: Concerned with the level of administrative, professional and/or technical expertise (knowledge and skills) needed to perform the role effectively; may be acquired through experience, specialised training, and/or professional or specialist education and training.

The knowledge or skills required in the role are as follows (essential or desirable):	E/D
1. Substantial experience in a leadership role with the proven ability to lead and manage multiple, large, diverse and complex teams. Skilled in coaching and mentoring to enable appropriate career and professional development.	E
2. Excellent communication skills with the proven ability to collaborate, negotiate and influence at all levels. Strong relationship-building skills to foster collaboration with internal and external partners.	E
3. Experience of being accountable for strategic planning and the performance of services at a senior level in a large organisation with a proven track record of delivering improvements in service while managing and working under budget or other constraints.	E
4. Able to operate with political astuteness and able to understand how to challenge the status quo most effectively.	E
5. Programme and / or Project Management qualification or equivalent experience.	E
6. Ability to travel across the Thames Valley geography.	E
7. Level 7 Leadership and Management (or a willingness to work towards).	D
8. Systems Leadership knowledge.	D