



## **Job Description**

**Post Title:** Strategic Lead for the West Midlands Outcomes Framework

**Directorate:** Strategy, Economy and Net Zero

**Reports to:** Head of Research, Intelligence, and Inclusive Growth

**Direct Reports:** 1

**Key Relationships:** All directorates of the WMCA participating in single settlement implementation, WMCA's Executive Board, WMCA's constituent local authorities, HM Government, in particular. The role holder will likely have some interaction with stakeholders relating to additional major WMCA workstreams.

### **Role Purpose**

The West Midlands Combined Authority (WMCA) is committed to building a better connected, more prosperous, fairer, greener and healthier West Midlands. This is our vision. We will achieve our vision through living our values which are central to how we work and interact with our wider partners and stakeholders. Our values set out our expectations for our colleagues to be collaborative, driven, inclusive and innovative.

The primary focus of the Strategic Lead for the West Midlands Outcomes Framework is to programme manage the development and implementation of the West Midlands Outcomes Framework for the WMCA area, including its constituent local authorities and partner organisations. The postholder will lead negotiations with our constituent local authorities and partner organisations on the appropriate outcomes, outputs, targets, and interventions to be included in the Framework across all aspects of the West Midlands Inclusive Growth Fundamentals. The Strategic Lead will also act as subject expert around outcomes and impact in support of negotiations with the Government for financial settlement allocation formulae.

### **Responsibilities**

Develop a West Midlands Outcomes Framework aligned to the emerging vision, strategy, and narrative for the West Midlands, and the eight Inclusive Growth fundamentals.

Lead negotiations with strategy, performance, and corporate policy leads across constituent local authorities (currently Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall, and Wolverhampton) and non-constituent local authorities and partner organisations (such as the West Midlands Growth Company) so that local authority and other local and regional performance frameworks are aligned to the West Midlands Outcomes Framework. You will work closely and collaboratively with policy, finance, governance and local authority colleagues and manage constructive and productive relationships with these teams/directorates across the WMCA and region.

Act as subject matter expert around outcomes and impact in negotiations with central government for the allocation formulae in any financial settlement, particularly around the single settlement pillars and further devolution deals; developing and maintaining an overall programme implementation schedule plan and timetable, factoring in milestones within all workstreams, and meeting schedule. You will regularly chair and service meetings of all WMCA colleagues working on outcomes framework implementation.

Work with senior stakeholders across the Finance and Business Hub, particularly the Centre of Excellence, Single Assurance Framework, Business Planning and Performance, and Monitoring and Evaluation to transform the WMCA’s approach to outcomes and impact monitoring, in line with the HM Treasury ROAMEF cycle by putting in place the processes and systems that will be required to operationalise an efficient, end-to-end and joined-up flow of monitoring and evaluation that will underpin the delivery of the framework. This will involve matrix working across policy development, forecasting, finance, procurement, legal, monitoring and evaluation.

Coordinate input across all single settlement implementation workstreams into key governance and decision-making points: WMCA’s Executive Board, WMCA-LA Chief Executives, Portfolio Holders, the Mayor and WMCA Board. The role holder will be required to write reports for and give verbal briefings to these audiences.

Take overall responsibility for information management with regards to outcomes framework implementation.

Working with teams across the WMCA and constituent local authorities, particularly performance and digital and data stakeholders, ensure the optimal training and development, digital, research, service design and ‘system feedback’ processes and cultures required for access to automated (API-based) and consistent management information dataflows (e.g. output metrics, outcome metrics) to support the operation of the West Midlands Outcomes Framework, in line with best practice in the National Data Strategy.

Work closely alongside Strategic Lead(s) for Policy and Devolution and Strategic Lead for Single Settlement Delivery in a matrix management fashion to learning and research activities and any external input required to inform the design and implementation of appropriate data and evidence around impacts and outcomes to support negotiations with central government. This will include close partnership working and knowledge exchange with counterparts in other combined authorities.

Support the Head of Policy and Public Affairs, Head of Research, Intelligence, and Inclusive Growth and other colleagues across the Strategy, Economy and Net Zero directorate to research, analyse and develop innovative policy thinking and programme development that ensures the WMCA remains a ‘trailblazer’ amongst mayoral combined authorities in England.

**Person Specification**

Experience	Please specify (X) whether the experience required is Essential (E) or Desirable (D)		Assessment Method		
	E	D	App*	Int**	Other***
Project and programme management experience in a public policy and/or local/regional government setting at a senior level, with a	X		X	X	

good understanding of working in complex public sector environments and exercising political awareness and judgement.					
Experience of working on high-profile, emergent programmes which do not have a clear or direct precedent: the role holder will be creative, collaborative and confident in the face of strategic and situational ambiguity	X		X	X	
Experience of balancing multiple complex stakeholders, programmes, and priorities, with the ability to develop, maintain, and strengthen partnerships and evidence of collaborating, negotiating and influencing to achieve shared goals.	X		X	X	
Experience of facilitating meetings, events or other high-profile activities	X		X	X	
Experience of writing high quality policy documents and presentation.	X		X	X	
Experience of leading and conducting effective research and data analysis.	X		X	X	
<b>Skills/Knowledge/Abilities</b>	<b>E</b>	<b>D</b>	<b>App</b>	<b>Int</b>	<b>Othe r</b>
Good understanding of the current policy landscape for mayoral combined authorities with evidence of how critical thinking and policy innovation can shape programme development in different contexts.	X		X	X	
A 'systems thinking' mindset and approach to programme management with an ability to understand how different workstreams (projects) depend on one another and need to be designed and delivered in parallel	X			X	
The ability to communicate clearly to senior stakeholders, particularly the senior management of the WMCA and politicians. The role holder should be confident providing both positive feedback and challenging under-delivery where it has the potential to affect programme delivery	X			X	
High political and commercial awareness, with strong conceptual and analytical problem-solving skills to exercise discretion, judgement and confidentiality	X		X		
Excellent verbal communication and written communication skills.	X			X	
Organisational and time management skills to ensure projects are delivered on time.	X		X	X	
Proficiency in using standard programme and project management software and digital tools	X		X		
Ability to use core Microsoft Office software to draft high quality policy documents and presentations as required	X		X		
Ability to understand strategic thinking and bring structure to complex issues while ensuring colleagues are aligned	X		X	X	
High standards of information management and a commitment to maintaining feedback loops between relevant stakeholders	X			X	
<b>Qualifications/ Professional Memberships</b>	<b>E</b>	<b>D</b>	<b>App</b>	<b>Int</b>	<b>Othe r</b>
Degree-level qualification or equivalent experience with evidence of on-going professional development.	X		X		

Formal training and qualifications in project and/or programme management	X		X		
A passion for ensuring the highest quality of public services for people, businesses and places across the West Midlands, embedded into their approach to work and the pursuit of their professional and developmental goals		X		X	
An interest in innovation, learning and evaluation, and in bringing 'next practice' into the WMCA		X		X	

\* Application

\*\* Interview

\*\*\* Details will be shared at interview stage

### Core Expectations

Our culture is underpinned by what we do and how we do it. Our behaviours outline the ways we need to work to deliver success, become truly inclusive, and make the organisation somewhere where everyone can give their best contribution.

Value	Competency	Behaviour
Collaborative	Team Focused	Works as part of team, managing and leading.
	Service Driven	Customer, resident and partner focussed.
Driven	Empowered & Accountable	Takes ownership and leads when needed.
	Performance Focused	Ambitious and going the extra mile.
Inclusive	'One Organisation' Mindset	Believe in each other's expertise.
	Open & Honest	We do what we say we are going to do.
Innovative	Forward Thinking	Embrace change and open to new possibilities.
	Problem Solving	Go for clear and simple whenever possible.

### Health and Safety

All employees have a duty to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work; and co-operate with their employer so far as is necessary to enable it to successfully discharge its own responsibilities in relation to health and safety.

### Equality and Diversity

To promote and champion equality and diversity in all aspects of the role

### Learning and Development

To participate in and take responsibility of any learning and development required to carry out this role effectively.

### Performance Management

To actively engage in the performance management process and take responsibility for managing performance outcomes.

### GDPR (General Data Protection Regulation)

To ensure the reasonable and proportionate protection, processing, sharing and storing of WMCA information in accordance with the relevant legislation, corporate policies, and in the best interests

of the data subjects (Data Protection/GDPR), the WMCA, our partners, and the West Midlands, in all aspects of the role.

**Other**

There may be a requirement to work outside normal office hours on occasion to meet work deadlines, give presentations, attend meetings etc., including a requirement to work within stakeholder and partner offices within the WMCA Constituent area on a regular basis.