

Job Description

Job Title:	Strategic Lead – Fire and Police
Directorate/Team:	Employment, Skills, Health and Communities
Location:	16 Summer Lane
Responsible to:	Head of System Change and Inclusion
Responsible for:	0
Key working relationships: (internal)	WMCA statutory officers, all WMCA Directorates particularly enabling services, the Mayor and the Mayor's Office.
Key working relationships: (external)	West Midlands Fire Service Senior Leadership Team and Chief Fire Officer, West Midlands Fire Authority Chair, West Midlands Office of the Police and Crime Commissioner Chief Executive and Senior Leadership team, West Midlands Police Senior Leadership Team, MHCLG, Home Office, relevant unions including FBU, FOA, Unison, Unite, GMB and others as appropriate.

Purpose of the Post

The Strategic Lead for Fire and Police Transfers will play a pivotal role in supporting the delivery of the West Midlands Combined Authority's (WMCA) responsibilities under the English Devolution and Community Empowerment Bill. Reporting to the Senior Responsible Owner (SRO) within WMCA and working to the SRO's in West Midlands Fire Service and West Midlands Office for the Police and Crime Commissioner, and embedded within the Strategy, Change and Inclusion (SCI) team, the postholder will provide strategic coordination, programme oversight, and stakeholder engagement across the Fire and Police Transfer Programmes.

Operating in a matrixed way across WMCA and its partners, the Strategic Lead will ensure that the transfer of governance functions is delivered safely, lawfully, and in alignment with Mayoral priorities and the wider public service reform agenda. This role will be instrumental in managing complex interdependencies, mitigating risks, and enabling WMCA to assume new responsibilities for emergency services with confidence, clarity, and strategic purpose.

Accountabilities

- Lead the strategic coordination of the Fire and Police Transfer Programmes, ensuring alignment across WMCA directorates, partners, and governance structures.
- Provide direct support to the SRO in the WMCA and to the SRO in Fire and the SRO in the OPCC ensuring programme delivery is coherent, timely, and aligned with strategic priorities.
- Operate in a matrixed way across the organisation, facilitating collaboration between policy, legal, HR, finance, IT, and communications teams to deliver integrated programme outcomes.
- Identify, assess, and manage programme risks and issues, ensuring appropriate mitigation strategies are in place and escalated where necessary.
- Build and maintain effective relationships with key stakeholders including emergency services, local authorities, unions, central government departments, and community representatives.
- Support programme governance structures, including reporting to internal boards, external partners, and government departments on progress, risks, and outcomes.
- Ensure the programme supports WMCA's wider public service innovation agenda and Mayoral priorities, including inclusive growth, public safety, and systems change.
- Oversee readiness planning for the transfer of staff, assets, liabilities, and operational responsibilities, ensuring WMCA is prepared to assume legal and functional control.
- Monitor programme milestones, dependencies, and deliverables to ensure the fire transfer is operationalised by 2027 and the police transfer is prepared for 2028.

- Champion the programme's contribution to the government's public safety mission and WMCA's commitment to accountable, citizen-focused public services.

Responsibilities

Strategic

- Lead the strategic coordination of the Fire and Police Transfer Programmes under the English Devolution Bill.
- Ensure alignment with WMCA's public service innovation agenda and Mayoral priorities, including public safety, inclusive growth, and systems change.
- Support the Senior Responsible Owner (SRO) in shaping programme direction, governance, and delivery assurance.
- Translate national policy into local implementation plans, ensuring strategic coherence across workstreams.
- Leading, servicing and managing the governance framework for the transfer programmes overseeing the key deliverables, actions, monitoring and evaluation, and associated resources, including, where appropriate staff.
- Work flexibly and with integrity to meet the needs of the WMCA and the Employment, Skills, Health and Communities Directorate.

People

- Build and maintain effective relationships with internal teams, emergency services, local authorities, unions, and central government departments.
- Facilitate cross-organisational collaboration through matrix working across WMCA directorates and partners.
- Support change management and workforce transition planning for the transfer of fire and police staff.
- Promote inclusive leadership and engagement throughout the programme lifecycle.
- Represent WMCA in a professional manner at all times

Operational

- Oversee programme planning, milestone tracking, and delivery of key outputs for the fire transfer (by 2027) and police transfer (by 2028).
- Coordinate readiness activities across HR, legal, IT, estates, and communications functions.
- Manage risks, issues, and dependencies to ensure safe and lawful transfer of governance responsibilities.
- Ensure operational continuity and service resilience during and after the transition.
- Ensure equality, diversity, inclusion and public sector values are at the heart of the transfer programmes.
- Prepare and present reports to internal boards, external partners, and government departments.
- Ensure compliance with statutory obligations and legal frameworks throughout the programme.

Financial

- Support financial planning and resource allocation for the transfer programmes.
- Monitor programme budgets, ensuring value for money and alignment with funding conditions.
- Identify and manage financial risks associated with the transfer of assets, liabilities, and workforce.
- Ensure Value for Money and follows the appropriate governance processes for dealing with any financial activities.

Other

- Champion the programme's contribution to public service innovation and the government's public safety mission.
- Contribute to organisational learning and continuous improvement through post-transfer evaluation and knowledge sharing.
- May require security vetting – this will be confirmed.
- Undertaking such tasks as may reasonably be expected commensurate with the scope and level of the role.

Person Specification					
Candidates/post holders will be expected to demonstrate the following:	Essential / Desirable		How Evidenced ?		
Experience	E	D	A	I	T
Proven experience in leading complex, multi-stakeholder programmes, ideally within public sector or emergency services contexts.	X		X	X	
Demonstrable track record of working in matrixed environments across organisational boundaries.	X		X	X	
Experience in managing governance transitions, organisational change, or public service reform/innovation programmes.	X		X	X	
Experience in risk and issue management, with a focus on legal, operational, and reputational dimensions.	X		X	X	
Experience working with or within emergency services (fire, police, or health).		X	X	X	
Experience supporting or advising Senior Responsible Owners (SROs) or executive-level programme sponsors.		X	X	X	
Experience in public safety, inclusion, or systems change initiatives.		X	X	X	
Skills / Knowledge	E	D	A	I	T
Strong strategic thinking and programme management skills.	X		X	X	
Excellent stakeholder engagement and relationship-building abilities.	X		X	X	
High-level communication and influencing skills, including the ability to present to senior leaders and external partners.	X		X	X	
Ability to manage competing priorities and deliver under pressure.	X		X	X	
Understanding of public sector governance, particularly relating to emergency services and combined authorities.	X		X	X	
Familiarity with the English Devolution and Community Empowerment Bill and its implications for local government.	X		X	X	
Awareness of statutory obligations, including employment law, public safety, and equality duties.	X		X	X	
Formal programme or project management certification (e.g. PRINCE2, MSP, Agile).		X	X	X	
Ability to navigate political and organisational complexity with tact and resilience.		X	X	X	
Understanding of the West Midlands Combined Authority's strategic priorities and regional governance landscape.		X	X	X	
Knowledge of workforce transition planning and TUPE processes.		X	X	X	
Qualification / Education / Training	E	D	A	I	T
Min A levels or equivalent qualifications or relevant experience	X		X		
Degree or equivalent experience in public policy, programme management, or a related field.		X	X		
Postgraduate qualification in public administration, leadership, or programme management.		X	X		

Key: **A** = Application, **I** = Interview, **T** = Testing/Assessment

Core Expectations	
Health, Safety & Wellbeing	All employees have a duty to take reasonable care for the health, safety, and wellbeing 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, safety, and wellbeing.
Equality & Diversity	Promote and champion equality and diversity in all aspects of the role.
Learning & Development	Participate in and take responsibility of any learning and development required to carry out this role effectively.
Performance Management	Actively engage in the performance management process and take responsibility for managing performance outcomes.
GDPR	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.
Business Continuity	Business Continuity All staff should actively participate in business continuity training and exercises when required, ensuring they understand and follow business continuity plans and procedures to maintain organisational resilience during disruptions.
Adherence to Policies	Be aware of and comply with all organisation policies.
Other	There may be a requirement to work outside normal office hours on occasion, including a requirement to work within stakeholder and partner offices within the WMCA constituent area on a regular basis.

Values

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 Focussed	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.

Additional Post Requirements

Politically Restricted Post		Disclosure and Barring Service (DBS)				Vetting
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Basic <input type="checkbox"/>	Standard <input type="checkbox"/>	Enhanced <input type="checkbox"/>	None <input checked="" type="checkbox"/>	TBC

Job Evaluation Details

Date Evaluation Agreed	Job Family	Level/Grade	JEP Reference
09.01.2026		SP46-SP50	JEP696