

Group Director Strategic Finance

Department

States Treasury and Exchequer

Reports to

States Treasurer

Job purpose

The Group Director of Strategic Finance will deliver a 'One Government' approach to strategic finance planning across an organisation in which change will become the norm. The role will bring a greater focus to the long term financial sustainability of the States, delivering a robust, intergenerational plan for the future, ensuring there is a coherent, innovative, integrated and deliverable strategy for making investments, driving continuous improvement and delivering high financial standards across the States Treasury, Exchequer and broader Government.

As a strategic leader they will create the climate to enable their staff to thrive, ensuring finance supports the delivery of the vision of a vibrant and growing economy across the States of Jersey, delivering positive outcomes for islanders.

Job Specific Outcomes

- Have overall accountability for driving strategic financial planning and policy, transforming the approach to finance across the States of Jersey and ensuring the infrastructure is in place to support the Government to change the way it works and deliver long term financial stability.
- Create the framework for a 'One Government' approach to strategic finance, crafting a Medium Term Government Plan which encourages a culture of innovation and productivity and links spend across services and departments to Island outcomes and the States' strategic priorities, driving opportunities for improved, collaborative services that will deliver better outcomes and services for residents, businesses and visitors.
- Create a positive, productive and innovative climate and culture through visibly living and demonstrating the leadership behaviours expected from senior leaders in the States, inspiring confidence and commitment and enabling staff to be the best they can be.
- Proactively contribute to States Treasury and Exchequer corporate decision-making as a key member of the senior management team and regularly attend States Treasury and Exchequer Executive and Partnership Boards as necessary.
- Foster long standing, collaborative and productive relationships across the States of Jersey (both political and officer) to support and deliver the objectives of a One Government approach as an organisation, ensuring finance is at the heart of decision-making, innovation and productivity, providing the golden thread through to the Corporate Plan.
- The role will shape and change the strategic finance function so that it has a reputation for providing insight and impactful strategic advice within policy on financial structures, incentives and investments and supporting the States and its services to think innovatively about how it delivers for residents.

- Live the values of the States of Jersey, setting an example for the rest of the organisation and Department in how these should be applied when working both internally and externally.
- Inspire a culture of high performance and pride at all levels across the department, supporting staff to embrace the 'One Government' vision and deliver the States strategic financial objectives through internal and external partnership and collaboration.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publically supporting someone who is standing for election or playing a public part in any political manner.

Services

- Report directly to the States Treasurer.
- Regular communication with the States Treasurer, Council of Ministers, States members, public and media in preparing, advising and supporting the presentation of proposals.
- Advise the States Treasurer and Ministers in interpreting financial planning policies and Public Finance Law to deliver economic, fiscal and political objectives.
- Regular liaison with key stakeholders across the States of Jersey to engage in Corporate and Business planning, Investment decisions and strategic business cases.
- Work alongside policy teams to ensure policies are costed and can be assessed for affordability.
- Lead Strategic Finance meetings and support key strategic initiatives.
- Support Politicians and Officers to challenge longer-term planning appetite, build capabilities to support robust investment appraisal, prioritisation of funds and longer-term financial ambitions.

Organisational structure



Core leadership accountabilities	
Ministerial relationships	Provide guidance and support to Ministers, translating their political visions and priorities into coherent initiatives that will deliver their intended outcomes
Finance and performance	Be responsible for significant delegated budget and resources ensuring that they are allocated effectively for the delivery of intended outcomes in a manner which demonstrates values for money and compliance with relevant policies and guidelines
Corporate parent	Be responsible for providing the best possible care and safeguarding of children and vulnerable adults in the Island, by creating collaborative, efficient, and joined up public services where children and vulnerable adults can flourish in a healthy, safe educational and social environment.
Customer and Islanders	Ensure that there is a clear and consistent focus across the organisation and its partners on delivering inclusive and an outstanding customer service experience to all customer and Islanders
People management	Provide strong and inspirational leadership, promoting a culture of high performance, continuous improvement, innovation. Be responsible for optimising workforce capability, ensuring fair and transparent approaches talent management and resourcing decisions that promotes diversity and inclusive. Develop workforce plans that ensure the capability and capacity required to meet current and future business requirements
Jersey Standard	To be responsible for creating the Jersey Standards. A performance and service excellence framework for the States of Jersey
Partnership	Develop effective internal and external partnership and collaborative working to achieve the strategic vision of One island, one community, one government, one future. Act as a positive ambassador for the Island and the States of Jersey.
Governance, compliance and organisational reputation	Provide assurance that strategic decisions are being made in accordance with governance arrangements, relevant legislation with particular reference to Jersey Laws, statutory requirements and policy and operate within an acceptable level of risk. Lead by example and behave in accordance with the code of conduct, carrying out duties within profession good practice and legal standards.

Executive traits and behaviours	
Make the right impact	Inspires others, is visible, adaptive, authentic and engenders trust
See things through	Demonstrates courage, takes responsibility, is resilient and tenacious
Move at pace	Learns quickly, is curious, agile and innovative
Makes things happen	Thinks strategically, acts tactically, creates social value through commercial approach

Creating conditions for success	
Builds powerful relationships	Achieves through influence not control, promotes teamwork and partnership
Builds and sustains effective alliances	Forges dynamic alliances with others to provide world class services
Creates capability	Successfully leads team, realises potential, creating a learning environment where talent thrives
Creates a successful team Jersey culture	Works corporately to create cohesion, breaks down silos and achieves through common goals
Generates ambition	Sets the highest performance and ethical standards, hold people to account
Delivers transformation	Articulates a clear vision, wins hearts and minds and takes balanced risks

Person Specification

Specific to the role

- Relevant Master's degree or other specialist post-graduate qualification or the equivalent level reached through evidenced experience is desirable.
- A qualified accountant with extensive experience of preparing, managing and monitoring significant revenue and capital budgets in a large and complex organisation, operating in a politically sensitive environment subject to external scrutiny and governance.
- Extensive experience of establishing and maintaining complex financial management and resource planning systems, including modelling and unit cost analysis that has supported an organisation in decision-making and changing the way it delivers its services.
- Broad knowledge of the national strategy and policy context of the States of Jersey and how this links to the wider political and economic map of the States and the UK.
- Extensive experience of leading and motivating a finance function to create a positive, productive and high performance climate.
- A track record of transforming finance functions, embedding leading practice into processes and professionalising teams and their approaches.
- Proven success in creating a new service and establishing a strong performance culture that drives up standards and quality of outputs.
- Proven experience of building strong, productive and influential relationships with a myriad of partners (including a recognition of the different influencing strategies required for politicians) and stakeholders to ensure consensus and a co-ordinated response to delivery.
- Experience of changing behaviours and influencing colleagues, governance bodies, stakeholders, partners, clients and suppliers to deliver the strategy, objectives and requirements of the Department.
- Proven experience of collaborative working across different Departments, seeing linkages between varying strategic activities and achieving support for developing strategic proposals.
- Excellent communicator both with individuals and in groups, who inspires, motivates, enthuses, persuades, builds confidence and trust; demonstrates exceptional influencing skills and emotional maturity.

Generic to senior leaders

Demonstrate significant experience of working in a senior role in a political environment and evidence of the ability to challenge and negotiate with a wide range of stakeholders.

Demonstrate knowledge and understanding of the challenges that the States of Jersey faces, matched with an understanding of the policy and governance requirements for the department accountabilities within the role.

Demonstrate a proactive, credible and authoritative voice on behalf of the Island with evidence of successful lobbying of senior government figures and counterparts, and other influential stakeholders.

Ability to build and develop strategic relationships, influencing and negotiating with a wide range of stakeholders and partners to achieve outcomes.

Demonstrable track record of leading, motivating and managing teams to achieve high performing and significant sustainable service improvements and outstanding results, within agreed budgets to meet agreed targets and strategic objectives, within an organisation of a comparable scope and complexity.

Experience of developing and sustaining a culture that meets the needs of and engages with customers and staff within an inclusive, open and high-performing environment.

Demonstrable evidence of applying creative and business like approaches to managing demand for services to deliver cost effective and efficient outcomes.

Demonstrate the capability and capacity for critical thinking and ability to apply this insight in a practical and engaging manner.

Qualified to degree level or equivalent qualification or relevant experience.