

Director General for the Economy

Department: Economy

Reports to: Chief Executive Officer

Grade: Tier 1

Job purpose

Providing leadership in the development of innovative economic development programs and support for the financial services sector in the Island.

Delivering strategies to promote and support the growth, expansion, and retention of local businesses, financial and digital services in Jersey.

Driving opportunities that will create an entrepreneurial climate, increasing job growth and revenue income for Jersey.

Working with partners to deliver economic growth and prosperity for Jersey.

Encouraging innovation and transformation across the Government to inspire colleagues to deliver the best services for the community.

Job-specific outcomes

Oversee the formulation of economic policy and the strategic development of economic related activity including; business, financial services, digital, arms-length-organisations, competition and innovation, SMEs, tourism, culture and heritage, rural and agricultural sector, culture and heritage development, inward investment and export development. This involves the fostering and development of existing and emerging industries to encourage growth; horizon scanning the external environment; understanding the impacts and opportunities created by global issues.

Direct and lead on the Governments support promotion and oversight of the financial services sector both in Jersey and Internationally.

Direct the management and operations of economic initiatives, establishing relationships with and among economic development partners and building government/private partnerships, trust and credibility throughout the business and development community.

Set the strategic direction and policy framework for the economic related activity that maximise economic growth potential and revenue income for the Island.

Direct economic development initiatives through strong relationship building, proactive collaboration and dynamic engagement with all stakeholders and contributors to the Island's economy.

Lead on the engagement and collaboration of the design and development of short and long-term growth strategies that drive economic success, including overall wealth creation, business retention, expansion, attraction, development and entrepreneurship, and the marketing and promotion of key sectors.

Lead and support collaboration to develop and implement economic development initiatives of key government / private partnerships to establish programs and practices that drive economic success.

Continually monitor the marketplace and pursue opportunities to ensure that Jersey is at the forefront of the development of reputable initiatives.

Direct the operations and resourcing requirements including: program development, implementation and evaluation; finances and budgeting; service design and structures; recruitment, performance and development of staff to build a dynamic, motivated and cohesive team.

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 Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Services

- Business
- Financial Services
- Chief Economic Advisor
- Digital Economy
- Competition
- Innovation Fund
- Small business enterprise
- Tourism
- Culture and heritage development
- Business relocation
- Retail
- Inward investment
- Boards of Arms length organisations
- Rural sector
- Farming grants and subsidies
- Export development

Working relationships with bodies such as the Jersey Competition Regulatory Authority and the Jersey Financial Services Commission

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.
Customers 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 to support talent management and resourcing decisions that promotes diversity and inclusivity. Develop workforce plans that delivery the capability and its capacity required to meet current and future business requirements
Jersey Standard	To be responsible for creating the Jersey Standard. A performance and service excellence framework for the Government of Jersey

Partnership	Develop effective internal and external partnerships 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 Government 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

- Senior leadership experience in an economic and financial services related role.
- Extensive knowledge of economic development principles and practices.
- Strong specialist knowledge and experience of; the international and local finance industry; digital economy; competition and innovation.
- Significant understanding of the international political and global economic pressures facing the island and the potential strategies necessary to develop a sustainable economic future.
- Experience of understanding, analysing and synthesising complex commercial, legislative and regulatory issues.
- Comprehensive knowledge and understanding of strategic and operational approaches to stakeholder engagement and intelligence gathering to inform strategy development and ensure collective understanding and buy in to changes.
- Proven experience of successfully leading organisational change within a complex multi-disciplinary organisation.
- Understanding of the management and governance of statutory functions and responsibilities.
- An excellent track record of strategic thinking and analytical ability, with experience of translating multiple and complex strands into a clear strategy.
- Senior leadership experience and a demonstrable track record of developing and delivering relevant strategies.
- Comprehensive knowledge and understanding of strategic and operational approaches to stakeholder engagement and intelligence gathering to inform strategy, ensure collective understanding and buy in to change.

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 Government 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.