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CF10 4UW
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CARDIFF
CAERDYDD

AGENDA

Pwyllgor	PWYLLGOR PENODIADAU - PENNAETH CYNLLUNIO
Dyddiad ac amser y cyfarfod	DYDD MERCHER, 26 MAI 2021, 10.00 AM
Lleoliad	CYFARFOD O BELL TRWY MS TEAMS
Aelodaeth	Cynghorydd Wild (Cadeirydd) Cynghorwyr Hopkins, Jones-Pritchard, K Jones a/ac Merry

1   Ymddiheuriadau am Absenoldeb

Derbyn ymddiheuriadau am absenoldeb

2   Datgan Buddiannau

Derbyn Datganiadau buddiannau yn unol â Chod Ymddygiad yr Aelodau

3   Cofnodion

Cymeradwyo cofnodion y cyfarfod ar 17 Mai 2021

4   Eithrio'r Cyhoedd

Ni chaiff y wybodaeth yn yr eitemau canlynol ei chyhoeddi yn sgil paragraffau 12 a 13 Rhan 4 Atodlen 12A Deddf Llywodraeth leol 1972.

5   Appointment of Head of Planning *(Tudalennau 3 - 66)*

I gyfweld ymgeiswyr / ymgeiswyr a dod i'r casgliad o'r broses ar gyfer penodi Pennaeth Cynllunio.

Davina Fiore
Cyfarwyddwr Llywodraethu a Gwasanaethau Cyfreithiol
Dyddiad: Dydd Iau, 20 Mai 2021
Cyswllt: Kate Rees, 02920 872437, KRees@caerdydd.gov.uk

Mae'r dudalen hon yn wag yn fwriadol

APPOINTMENTS COMMITTEE

HEAD

OF

PLANNING

INTERVIEWS – 26 MAY 2021

Mae'r dudalen hon yn wag yn fwriadol

NOTES FOR APPOINTMENTS COMMITTEE FOR APPOINTMENT OF CHIEF EXECUTIVE / CORPORATE DIRECTOR RESOURCES / DIRECTORS / ASSISTANT DIRECTORS / CHIEF OFFICERS

Appointment Committee Process

1. Confirmation of Chair (appointed at Appointments Committee Long Listing stage)

2. Chair checks on the order and who will ask which question from the prepared list.

3. Chair ensures all Members are clear on the process to be followed during the interview i.e. Candidates to be seen one at a time in line with interview structure below.

Interview Structure

4. Candidates will be welcomed and introduced to the Committee and reminded of the format of the interview by the Chair.

5. Candidate to give presentation (10 minutes) (Clerk to give indication of when reach 9 minutes)

6. Committee to ask questions related to the presentation only. (5 to 10 minutes)

7. When these questions have been answered the Chair will move to the first of the job specific questions and Members will ask the questions in the order agreed at 2 above. The Committee may ask any supplementary questions they may have in the time available. The Chair will advise when available time is used.

8. Chair will invite the candidate to ask any questions. When these are answered the Chair will move to the mandatory questions.

The Council's mandatory questions:

9. The Chair will ask the following questions which the Council has made mandatory:

- **Do you have any business or other interests including membership or affiliation of any political or other organisation which could cause real or observed conflict with the duties and responsibilities of this post?**

- **If you were offered the appointment, would you please confirm that you would accept on salary and conditions as advertised?**

Completion of interview:

The Chair will advise candidate that the process has been completed and an officer will make contact shortly with the outcome.

Professional Advice:

The Chair and Members of the Committee may take advice at any time from any officer or advisor appointed to assist the selection process. Prior to the Committee's decision the Chair should invite any advisor or officer appointed to assist in the process for any guidance they may wish to offer.

After completion of all the interviews

1.   The Chair will ask the Committee whether it is able to make an appointment from the candidates who have been interviewed.

2.   Once the Committee have agreed in principle that they are able to make an appointment, the Chair will then go round the table and ask Committees' views on what they believe to be the main strengths and weaknesses of each candidate.

3.   The Chair will summarise what has been said and add her/his own personal summary and suggest that the Committee now indicate ranking candidates in preference order.

4.   If a clear consensus to the appointment of one of the candidates is reached, then the Chair will suggest that a decision be taken.

5.   If there is no consensus, Chair will make the decision to take a ballot.

6.   The ballot papers will be returned to the Chair who will shuffle papers and count the votes with the Lead Officer.

7.   A preferred candidate will emerge from this process.

8.   The appointment will need to be proposed and seconded. Other Committee Members, by convention, support the proposal to enable a unanimous decision to be reached.

Successful candidate

The Committee delegate authority for the Lead Officer to inform the successful candidate and agree salary terms and conditions within the Council's agreed framework. HR Advisor to provide support on this if required

Unsuccessful Candidate(s)

The Committee delegates authority to the HR Advisor to inform the unsuccessful candidate/s of the Committee's decision.

Conclusion

At the conclusion of the meeting, any recorded minutes and papers will be collected administratively for confidential record purposes on the appointment.

July 2015

Open
We are open and honest about the difficult choices we face, and allow people to have their say on what's important to them and their communities

Fair
We champion fairness, recognising that with less resource we need to prioritise services for those who need them most.

Together
We work with our communities and partners across the city to deliver the best outcomes for the people of Cardiff

CARDIFF
CAERDYDD

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title: Head of Planning	**Directorate/Service Area**: Planning, Transport & Environment
Section: Planning	**Reporting to**: Director, Planning, Transport & Environment
Grade: OM1	**Hours per Week:** 37
Post Number: ST50009818	**Number of Employees Reporting to Post**: 8
Special Conditions: • Will undertake such other duties and/or times of work as may reasonably be required of you. • Willingness to work occasional weekends and occasional evenings as the need arises.	**Location of Post**: County Hall, however homeworking must be undertaken currently due to the pandemic.

Job Purpose:

To manage, lead and effectively deliver the Planning and Building Control functions within the County of Cardiff.

Duties and Responsibilities

Job Specific Requirements

1. To provide leadership and direction in maintaining and developing the efficient, effective operation and profile of the Service that meets customer and organisational needs/requirements whilst managing associated risks

2. To lead and co-ordinate the Development Management function including responsibility for the management of caseload, direct involvement in negotiations on major proposals, ensuring the smooth operation of Planning Committee and providing professional support and advice to Case Officers

3. To lead and co-ordinate the Planning Policy function including maintaining an up-to-date Development Plan, preparation of supporting guidance, policy monitoring and cross-authority working including co-ordinating the Council's input into the Strategic Development Plan process

4. To manage the Building Control function

5. To effectively manage the resources of the Service including workforce planning and staff development, budgetary management (including maximising opportunities to secure additional income and putting in place robust financial monitoring measures) and ensuring that IT systems remain fit for purpose

6. To effectively plan ahead to ensure that the Planning Service can adapt to effectively respond to risks/future challenges, identify best practice/develop innovative solutions and respond to evolving customer/stakeholder needs through leading an on-going business planning process

7. To ensure that the Service successfully meets national and corporate performance targets

8. To champion the role of Planning in delivering outcomes which meet national and local priorities including responding to the climate emergency, placemaking agenda, supporting the post-Covid recovery, meeting future needs and wider well-being and environmental objectives

9. To deputise for the Director of Planning, Transport & Environment as may be required

Corporate Requirements

1. To participate actively in supporting the principles and practice of equality of opportunity as laid down in the organisation's Equal Opportunities Policy

2. To take reasonable care for the health and safety of yourself and other persons who may be affected by your acts or omissions and to comply with all health and safety legislation as appropriate

3. To ensure that the Planning Service fully contributes to relevant corporate initiatives

4. As a term of your employment you may be required to undertake such other duties and/or times of work as may reasonably be required of you, commensurate with your grade or general level of responsibility within the organisation.

DATE COMPLETED: 02/03/2021
AGREED BY:

Date Received by Post holder: _____

Signature of Post holder: _____

Person Specification

Job Title: Head of Planning
Post Number: ST50009818

THE PERSON APPOINTED MUST MEET THE FOLLOWING REQUIREMENTS

Area to be Demonstrated	Essential Requirements YOU **MUST** DEMONSTRATE THAT YOU MEET THESE REQUIREMENTS	Desirable Requirements YOU DO NOT HAVE TO MEET THESE REQUIREMENTS BUT IF YOU DO, PLEASE TELL US	How Assessed Application Form or Interview or Both
Competencies (as per Behavioural Competency Framework)	• Putting Our Customers First – *Level 4* (1) • Getting Things Done – *Level 4* (2) • Taking Personal Responsibility –*Level 4* (3) • Seeking to understand others and treating them with respect – *Level 4* (4)		Application Form
Education & Training	Professionally qualified as a Chartered Town Planner or hold an appropriate professional qualification with demonstrable educational attainment, experience and expertise in Planning and Development Management (5)	Appropriate leadership/management qualification or other equivalent training/professional development achievements (1)	Application Form & Interview, certification where required
Experience / Knowledge	Relevant experience of effectively leading and managing Planning Teams (6) Relevant experience of determining complex planning applications including successfully leading negotiations with developers (7)	Sound understanding and experience of Building Control functions (2) Demonstration of effectively managing Planning Budgets (3) Sound understanding, awareness and practical applications of the	Application Form and Interview

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		Placemaking approach (4)	
	Sound understanding of the legislative framework and Planning Policy context in Wales and experience of direct involvement in the Plan-making process (8)

Relevant experience of effectively liaising with Elected Members including presenting applications to Planning Committee and advising Cabinet & Local Members (9)

Experience of playing a leading role in working corporately and collaboratively with external organisations in delivering successful outcomes (10) | | |
| **Skills and Abilities** | Exceptional organisational skills including the ability to effectively manage multiple priorities and work under pressure to high levels of performance to tight and often challenging deadlines (11)

Highly developed communication and inter-personal skills (12)

The ability to work collaboratively and help deliver corporate priorities (13)

The ability to effectively delegate and to maximise/empower the role of staff in delivering Service objectives (14) | | Application Form and Interview |
| **Personal Attributes** | A commitment to developing the potential of staff within the Planning Service (15)

The ability to drive innovative improvements | | Application Form and Interview |

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	which benefit customers (16) To be a champion in demonstrating the positive and enabling role of Planning (17) Commitment to the Council's Equal Opportunities Policy (18)		
Special Circumstances	Will undertake such other duties and/or times of work as may reasonably be required of you. (19)		Application Form and Interview

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Mae'r dudalen hon yn wag yn fwriadol

Cardiff Council Behavioural Competency Framework

Supporting the Values of the Council

Putting our Customers First (Core)

This competency is about placing the customer at the heart of our activities, listening to them and being prepared to do things differently to meet their needs

Level 1 - What we stand for	Level 2	Level 3	Level 4	Level 5
Understand who our customers are Be polite, helpful and considerate and take time to listen to customers Work with colleagues to help meet customer needs	Seek to understand our customer needs Asking for customer feedback Using feedback to inform our actions, priorities and recommendations	Encouraging and supporting others to deliver excellent customer service Consulting and engaging with community and customer groups to identify customer need Developing ways of working, processes and structures to achieve continual improvements in customer service	Ensuring that customer views are fully taken into account in the planning of services Promoting and ensuring working across service areas to improve customer care Challenging others across the organisation to improve service delivery	Analysing services from the 'customer perspective' to ensure high-quality, timely and flexible Understanding and guiding others towards early intervention, prevention and the elimination of demand caused by service failure Putting the customer at the centre of cross-portfolio working and external partnerships: seeks to achieve seamless, efficient and accessible service provision Using rigorous methods to test, review and enhance the customer experience

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Getting Things Done (Core)

This competency is about the personal, inner motivation, enthusiasm and drive to meet and exceed targets so that we focus on what needs to be done and make it happen				
Level 1 - What we stand for	**Level 2**	**Level 3**	**Level 4**	**Level 5**
Ensuring tasks are completed to high standard and see them through to completion Contributing to ensure efficient ways of working Monitoring and checking own progress against requirements	Ensuring own and, where applicable, others' outputs meet requirements Identifying and communicating priorities to relevant people Identifying where the right resources and skills are available	Establishing ways of measuring and benchmarking performance Committing required resources and time to deliver and improve results Defining and communicating critical success factors for service delivery	Making decisions and setting priorities on the basis of calculated costs, benefits and risks. Supporting and driving new performance improvement initiatives Seeking, identifying and taking actions to overcome organisational barriers to deliver improved results Recognising and acknowledging the performance of others	Ensuring that performance is focused on continually improving outcomes for customers and the city region as a whole Engaging with internal and/or external partners at a strategic level to ensure that performance is optimised. Taking necessary actions and making hard choices to ensure results are delivered. Identifying and resolving systemic or structural barriers to performance. Establishing a culture of achievement and a shared commitment to exceed targets

Tudalen 15

Taking Personal Responsibility (Core)

This competency is about being consistent with our own values and those of the council, and demonstrate a commitment to support change and see it through.				
Level 1 - What we stand for	**Level 2**	**Level 3**	**Level 4**	**Level 5**
Being consistent and fair in dealings with others Rectifying errors and seeking appropriate guidance and support to correct them Sharing of all relevant information with others	Continuing to deliver when faced with tough circumstances, uncertainty, difficulty or change. Supporting and encouraging others to deal with uncertainty, difficulty or change Encouraging others to be fair, open and honest	Challenging established practices where they are not consistent with fairness and openness. Speaking out even when it jeopardises a trusted or valuable relationship Seeking to turn difficult situations around	Challenging powerful individuals to behave in a way that models the organisational values Actively promoting and driving an organisational commitment to public service Ensuring sharing of all relevant information across the organisation Ensuring organisational practices are transparent	As a visible leader, modelling and promoting values in all activities and interactions Retaining the highest standards of honesty, integrity and respect during periods of significant pressure and difficulties Providing values-based leadership for the development and maintenance of city-region and partnering arrangements

Seeking to understand others, and treating them with respect (Core)

| This competency is about demonstrating an understanding of others and valuing their contribution and viewpoint even if it may be different from your own |||||

Level 1 - What we stand for	Level 2	Level 3	Level 4	Level 5
Asking about others' views and feelings, and actively listening and acknowledging these Acknowledging and considering the different views and ideas of others Checking own understanding of how others feel	Questioning others to understand their viewpoint and take them into account Seeking to understand, the reasons for others actions and views Encouraging others to consider the impact of their actions	Shaping the environment to ensure others feel positive and conflict is minimised Addressing and changing things when the behaviours of others is disruptive Seeking and taking opportunities to create and support forums where people can express their views and concerns	Assessing the strengths and development areas of others, aligning their strengths to the demands and requests made of them Seeking to understand the source of negative emotions within and external to the organisation Identifying and taking action to pre-empt situations where strong emotions will be aroused.	Building positive relationships with others in challenging and complex circumstances Understanding and responding to the political, financial, reputational and other factors that influence the behaviour of senior people Recognising and taking action to resolve cultural or systemic causes of conflict, misunderstanding or lack of collaboration Modelling consistently collaborative, supportive and respectful behaviour towards others

Tudalen 17

Developing Potential

This competency is about identifying and growing talent to ensure we have the capability needed for the future				
Level 1 - What we stand for	**Level 2**	**Level 3**	**Level 4**	**Level 5**
	Supporting others' to identify their development needs and find ways to meet these needs Actively supporting others to develop understanding and/or skills Mentoring others and sharing knowledge to improve performance	Supporting others to acquire the skills needed for the future in the short, medium and long term Giving positive and constructive feedback Actively looking for and taking opportunities to coach and mentor others	Promoting and encouraging staff development across the organisation Ensure a resource pool to meet longer-term talent requirements Develop others to equip them for leadership roles	Predicting changing organisational needs and taking action to ensure people are fully equipped to meet them Taking a visible and proactive role to development high quality leadership and management skills across the organisation Understanding and nurturing the skills and behaviours required to optimise partnering arrangements

Tudalen 18

Leading Change

This competency is about taking responsibility for change, encouraging initiative and making the Council's objectives real and relevant for others				
Level 1 - What we stand for	**Level 2**	**Level 3**	**Level 4**	**Level 5**
	Promoting and being positive about change

Seeking opportunities for self and others to contribute to change

Helping others to understand the reasons for and the process of change | Setting out and communicating the vision and the rationale for change

Looking for ways to support and contribute to successful change

Enabling and supporting colleagues and stakeholders to deal effectively with change | Simplifying a complex or confusing message to provide a clear vision that others are able to buy into and act upon

Following through on change to ensure it is fully embedded in the organisation, the benefits are realised and lessons learnt for future change.

Creating and promoting a culture and environment in which change is managed effectively and sensitively, to increase the likelihood of buy-in and success | Creating a coherent vision, aligning and integrating many different change initiatives and programmes

Testing and evaluating the longer-term and strategic impact of change programmes

Ensuring that structures and resources are in place to effectively lead and manage change programmes

Championing change and securing buy-in from senior players internally and externally

Demonstrating consistent drive, resilience and agility during challenging periods of change |

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Initiating Change and improvement

This competency is about having the ability to look ahead, anticipate events, see opportunities and take action now to shape the future

Level 1 - What we stand for	Level 2	Level 3	Level 4	Level 5
Seeking and taking opportunities to improve

Being flexible and open to changes

Being cooperative when change impacts upon you | Using knowledge and experience to proactively put forward suggestions for improving

Dealing with the unexpected and adapting readily to change.

Identifying and taking action to head off potential problems | Encouraging, promoting and supporting new ideas

Constantly encouraging self and others to look for improvements in methods, approaches and ways of working

Identifying and implementing new approaches to improve | Looking for long-term opportunities that will create positive changes and taking action to make these a reality

Identify new and bold ideas to respond to opportunities that lie ahead.

Actively use internal and external data and trends to add value for the customers and the council

Develop clear direction on how the organisation can improve | Recognising when only radically different models of delivery will secure the desired outcomes

Being creative and thinking without boundaries: challenging narrow views and deep-rooted resistance

Taking action to quickly translate initial ideas into tangible results when speed of execution is essential

Identifying when 'good ideas' do not fit with the bigger picture or strategic intent |

Tudalen 20

Organisational Awareness

This competency is about understanding formal and informal structures, decision-making, climate and culture and organisational politics, which shape how the council works

Level 1 - What we stand for	Level 2	Level 3	Level 4	Level 5
		Identifying and challenging organisational limitations, where applicable Identifying both formal and informal sources of influence and using this knowledge to build relationships with key decision makers/influencers Recognising the reasons for on-going organisational behaviour	Acknowledging and responding to internal and external forces affecting the organisation Spotting trends and changes –both internal and external – that will affect the organisation in the future. Forming and maintaining relationships with key provincial and national institutions, bodies and individuals to protect and enhance the council's position	Identifying and optimising decision-making processes in city region and other partnering arrangements Sustainably exerts influence within a variety of different working arrangements e.g. city region, private sector partnerships, etc.

Tudalen 21

Partnering and Corporate Working

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	This competency is about valuing, building and maintaining networks and relationships to achieve objectives			
Level 1 - What we stand for	**Level 2**	**Level 3**	**Level 4**	**Level 5**
Actively participating as member of a team Proactively sharing information and ideas openly within own team Supporting others to complete tasks	Identifying and building effective and collaborative working relationships Proactively sharing information and ideas openly with all relevant teams Acknowledge different stakeholder priorities and take them into account	Proactively maintaining a network of internal and external colleagues to enable service improvement and service delivery Promoting and forming cross-functional teams to deliver results and improvement Working collaboratively to gain buy-in and agreement towards a common goal	Promote and lead partnership and corporate working, across and outside the organisation Using depth and breadth of contacts to build alliances for wide and far reaching change Managing complex relationships, internally and externally, to establish common goals and develop mutual commitment to positive outcomes	Forging and continually developing a complex network of senior-level relationships to optimise the productivity of the city region Focusing on desired outcomes and defining which types of partnering arrangements will best achieve them Ensuring the right-strategic partnerships are in place to optimise the use of public sector resources in a climate of austerity Unlocking the key strategic barriers to partnership and collaboration Exploiting the use of commercial partnerships and ventures, whilst effectively accounting for the risk factors

Communicating

This competency is about facilitating and communicating all kinds of information and messages to different audiences in the most effective way

Level 1 - What we stand for	Level 2	Level 3	Level 4	Level 5
Communicating clearly and effectively Actively listening to other Sharing information and knowledge with others.	Taking technical or complex information and turning it into clear oral or written communications Producing communications that are focussed tailored and easily understood by the intended audience. Capture and share useful information and feedback	Selecting most appropriate communication styles, approaches and channels Communicating challenging and contentious messages with openness Responding openly to challenges and addressing concerns	Communicating appropriately in response to a crisis or unexpected event where preparation time may be limited. Clearly articulating highly complex, strategic and conceptual information to others in a meaningful and relevant way Creating an environment and culture that encourages open, honest, timely and effective communication	Communicating and influencing effectively in critical internal and external environments Interpreting accurately what has been said/not said in senior level discussions and negotiations: explores the important subtle messages Positions the Council clearly and credibly when outlining its position Conveys the right messages in the right places to secure the desired outcomes

Tudalen 23

Analysing, Problem Solving and Decision Making

This competency is about gathering key information, recognising risks, evaluation, decision-making to support best practice				
Level 1 - What we stand for	**Level 2**	**Level 3**	**Level 4**	**Level 5**
Making reasoned decisions based on evidence Taking a logical approach to problem solving. Seeking to ensure all known key information is gathered	Exploring a variety of options in order to effectively solve problems and make reasoned decisions. Anticipating the impact that decisions will have on others and taking this into account and implementing solutions. Using appropriate approaches or tools to gather all relevant information in order to take a decision and/or solve a problem	Investigating and evaluating options when making decisions whilst anticipating and assessing short and medium term risks Ensuring solutions to complex problems are realistic and workable. Following through on solutions / decisions, until closure or resolution, to ensure they are understood and implemented by others	Anticipating and assessing long-term and strategic risks, addressing them and helping others to recognise and address them. Creating an environment and culture in which people make decisions and take responsibility for them. Taking appropriate steps to communicate and deal with the impact of decisions on colleagues, customers and/or partners	Looking beyond the immediate issues and placing them within the context of the Councils strategic direction Promoting and nurturing joined-up decision-making – ensures key people are communicating and aligning their efforts Undertaking complex strategic analyses and presenting the options to senior politicians in an accurate and balanced way Foreseeing and managing the longer-term implications and potential unintended consequences of key strategic decisions

Tudalen 24

Equality and Diversity

Removing discrimination and barriers to fair access to Council employment and services on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or Welsh language. Recognising, valuing and celebrating difference, and being able to work together to create a vibrant, diverse, just, cohesive and decent society where everyone can enjoy their human rights and achieve their potential

Level 1 - What we stand for	Level 2	Level 3	Level 4	Level 5
Follow equality policies, procedures and legislation Treating others with dignity and respect Acknowledging the value of differences between people	Promoting the importance of equality and valuing diversity in the workplace and in service delivery Acknowledging and communicating that every employee has a role to play in making the Council an Employer of Choice and a successful deliverer of services to diverse communities	Identifying and ensuring good equality and diversity practice and remove barriers. Ensuring that equality and diversity are always actively considered when introducing a new activity, policy or decision Supporting others to consider and deliver good practice	Promoting and ensuring a culture in which equality and diversity is valued through fair and just service delivery and employment. Advocating and championing equality and diversity within the organisation Engaging equalities communities and stakeholders, and involving them in shaping Council policies and practices	Challenging and testing services to ensure that commitments to equality and diversity are being robustly implemented. Putting systems in place and using them to evaluate the degree to which services are securing improved outcomes in the lives of all service users: taking action to tackle all aspects of inequality. Challenging and improving the culture and processes of the organisation; ensuring that the potential of all employees is identified, nurtured and fully realised. Working together with partner organisations to cohesively achieve improving strategic equality and diversity outcomes.

Tudalen 25

Optimising Resources

Leading and creating a culture where resources are effectively deployed, efficiently managed and used creatively to deliver the best outcomes for the city and region.

Level 1 What we stand for	Level 2	Level 3	Level 4	Level 5
-	-	-	Providing higher-level guidance and advice to managers regarding the efficient deployment of resources Taking responsibility for developing skills and attitudes that promote the effective use of resources Encouraging a creative culture, where people look for novel or adapted ways to deliver excellent results more efficiently Taking difficult decisions about services with the priorities of customers being paramount	Giving strategic direction to senior colleagues about where to invest, to disinvest and to save: clarifies the big picture context (in line with Cabinet priorities) Demonstrating commercial/acumen; fully understanding the financial and other factors of potential ventures Establishing a culture of accountability where resources are efficiently and carefully managed across all services Utilising regional and other partnerships and collaborations to optimise resources Encouraging and supporting efforts to attract new or increased income streams

Tudalen 26

Demonstrating Political Acumen

Working effectively within the context of a member-led authority; understanding political priorities for the city region and establishing a position as a trusted and impartial advisor. Helping senior politicians to 'test' and fully appreciate the best ways to implement agreed priorities and commitments.

Level 1 What we stand for	Level 2	Level 3	Level 4	Level 5
-	-	-	Understanding key political decision-making processes and engaging with them appropriately Ensuring the production of clear, accurate and timely responses to member enquiries Deputising for the relevant Director and providing robust guidance to senior elected members Ensuring that managers and staff engage appropriately and effectively with elected members	Understanding the priorities of the Cabinet and translating these into action in the organisation Offering clear and accurate advice to senior politicians, highlighting the benefits, risks and implications of key strategic choices Being aware of political sensitivities, whilst retaining non-political objectivity Keeping politicians informed in a timely and proactive manner; avoiding unnecessary surprises Understanding and making sense of the local, regional and national political agendas

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Mae'r dudalen hon yn wag yn fwriadol

Yn rhinwedd paragraff (au) 12, 13 Rhan (nau) 4 a 5 o Atodlen 12A
 o Ddeddf Llywodraeth Leol 1972.

Mynediad Cyfyngedig i'r Ddogfen

Mae'r dudalen hon yn wag yn fwriadol

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