

Implementation Director

Local Government Reorganisation (LGR)



Role Profile: Implementation Director – Local Government Reorganisation (LGR)

Responsible to:	<u>Chief Executives of:</u> Peterborough City Council, Cambridgeshire County Council, Cambridge City Council, East Cambridgeshire District Council, South Cambridgeshire District Council, Fenland District Council and Huntingdonshire District Council
Employing Authority:	Peterborough City Council
Line Manager:	Director of Resources (S151 Officer)
Salary:	Six figure salary - competitive/negotiable terms
Fixed Term Contract:	24 months with the potential to extend

Job Purpose:

The Implementation Director will provide strategic programme direction, system PMO leadership and oversight for the successful delivery of the Local Government Reorganisation (LGR) programme for Cambridgeshire and Peterborough. The role ensures that the transition to the new Unitary authorities is well planned, coordinated, and executed effectively, enabling the delivery of improved services, stronger governance and financial sustainability.

Key responsibilities:

Programme leadership

Align constituent Councils with the following initial key objectives:

- Reporting to CEXs, ensuring system PMO leadership, strategic alignment and accountability at the highest level.
- Providing programme-wide strategic direction, ensuring that implementation activities are coherent, prioritised, and aligned with agreed outcomes.
- Engaging with elected and officer representatives from each constituent authority, translating strategic direction into operational delivery and guiding teams on required outputs.
- Leading the system Programme Management Office (PMO), designing its future structure, resourcing, and function to support delivery across all workstreams.

- Overseeing programme and project delivery, including risk and issue management, task co-ordination, and performance monitoring to ensure programme milestones are being met.
- Facilitating consistent communication and reporting, enabling timely decision-making and transparency across the programme.

Strategic planning and delivery

The postholder will be accountable for LGR system level programme design and implementation, managing complex stakeholder relations across seven councils, partners and communities, ensuring that the transformation is delivered on time, within budget and aligned with key agreed objectives.

Stakeholder management

The postholder will maintain effective relationships with senior leaders from all councils, including Elected Members to ensure a productive transformation environment is created.

Change and culture

The Implementation Director will build organisational capacity, foster a culture of collaboration and innovation, and ensure that risks are actively managed so that the reorganisation delivers its intended benefits.

Resource and financial management

Ensure optimal utilisation of all allocated programme resources, to maintain delivery pace and quality.

Establish clear programme planning arrangements to balance capacity and capability across the system level PMO.

Risk and compliance

The implementation director will develop and maintain a comprehensive risk management framework for the LGR implementation, ensuring early identification, escalation and mitigation of strategic, operational and financial risks.

Key Outcomes / Measures of Success:

- Effective transition management to shadow authorities and shadow executive arrangements.
 - Strong focus on delivering a clear, costed and timebound implementation programme for LGR across Cambridgeshire and Peterborough.
 - New authorities established and operational by the agreed go-live date.
 - Safe and legal transition with minimal disruption to residents and frontline services.
 - Robust programme governance, systems, and operating models in place.
 - Ensure effective communication, engagement and involvement for the LGR Programme with residents, partners and stakeholders.
 - Risks managed effectively and compliance maintained throughout transition.
 - The new authorities established as credible, sustainable, and future-focused.
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Person Specification –

Experience

- Proven track record of leading large-scale, complex transformation and/or reorganisation programmes, ideally with the public sector.

- Demonstrable success in delivering major change programmes on time, within budget, and achieving agreed outcomes.
- Experience of working at senior leadership level, advising and influencing politicians, or equivalent governance structures.
- Strong background in organisational change and redesign, including workforce and digital transformation.
- Evidence of financial expertise, including managing multi-million-pound budgets, commercial astuteness and driving efficiencies and effectiveness.
- Experience of stakeholder communication and engagement on a large scale.
- Significant evidence of ensuring good governance – responsive to the present and future needs of the organisation.
- Previous Transformation Programme Director experience.
- Previous experience in strategic management of LGR (desirable).
- Experience and knowledge of the full range of local government services (desirable).

Skills & Knowledge

- Knowledge of LGR legislation, regulation and processes.
- Exceptional programme and project management skills, with the ability to align complex workstream.
- Exceptional presentation skills.
- Ability to work under pressure.
- Strong political awareness and the ability to operate effectively in a highly visible and politically sensitive environment.
- Excellent communication, influencing, and negotiation skills with diverse audiences.
- In-depth knowledge of local government structures, statutory responsibilities, and service delivery.
- Ability to identify, assess, and manage risk in complex organisational settings.
- Strong leadership and people management skills, with the ability to inspire, motivate, and build consensus.
- Digitally literate and able to maximise the use of technology for personal and programme effectiveness.

Personal Qualities

- Strategic thinker with the ability to translate vision into delivery.
 - Collaborative, inclusive, and resilient in the face of challenge.
 - Results driven, with a relentless focus on delivering outcomes.
 - Trustworthy and confident, able to earn the respect of senior leaders.
 - Adaptable and innovative, able to navigate uncertainty and shape solutions.
 - Strong commitment to public service values, equality, diversity, and inclusion.
 - Ability to travel across Cambridgeshire and Peterborough.
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