

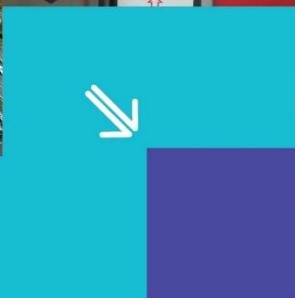
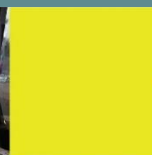
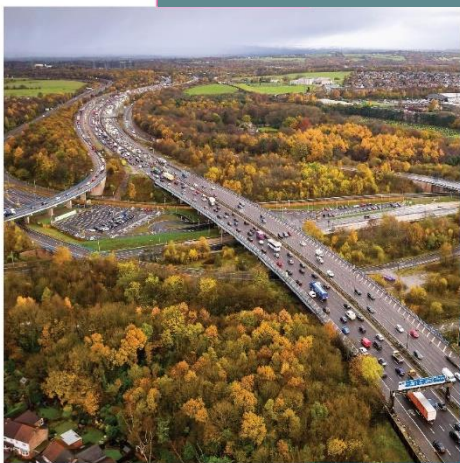
Role Profile



Chief Executive

POLITICALLY RESTRICTED POST

- Contract:** Full time, Permanent
- Salary:** Up to £150,000 per annum
- Reports to:** TfN Board
- Location:** Flexible across the North of England, but with a requirement to regularly work from our offices in Manchester



Role Purpose:

Lead the development and delivery of Transport for the North's (TfN's) Strategic Transport Plan and provide strategic leadership to deliver the organisation's vision of a thriving North of England where modern transport connections drive economic growth and support an excellent quality of life.

Accountable to the TfN Board for the overall performance of the organisation, its integrity and activities working in conjunction with the Chair of the Board who provides constructive criticism and challenge to the Chief Executive.

Key Accountabilities		
Key Role Outputs (KROs) <i>What must be achieved for the post-holder to be successful in the role</i>		Key Actions <i>How the KROs will be achieved – the activities required</i>
1.	Development and implementation of TfN's Strategic Transport Plan	<ul style="list-style-type: none">• Oversee the development and implementation of an evidence based, optimised and visionary Strategic Transport Plan ensuring that the strategy is supported by all relevant regional and national stakeholders.• Support the co-ordination and integration of complementary city region policies and strategies that are essential to the delivery of the Strategic Transport Plan.• Direct the medium and long-term prioritisation, planning and development of TfN's transport investment programmes ensuring these are based on research, intelligence and policy development and are consistent with the policies determined by the TfN Board.
2.	Direct and co-ordinate all of TfN's Programmes	<ul style="list-style-type: none">• Oversee the development and strategic alignment of TfN's programmes including rail, strategic & major road network, integrated & smart travel, international connectivity, local connectivity and freight.• Oversee and lead TfN's ambition for the transport network to be net zero before 2050, ensuring climate change mitigation and adaptation is fully considered across all of TfN's programmes and areas of influence.• Ensure the effective delivery and monitoring of all programmes.
3.	Provide effective leadership of the Rail North Partnership	<ul style="list-style-type: none">• Oversee the "client side" delivery of the Northern and TransPennine rail services contracts and the development and delivery of further devolution in delivery of rail services across the North of England.
4.	Establish positive and effective	<ul style="list-style-type: none">• Influence and actively engage with TfN's key stakeholders including the DfT, HMT, MPs, northern partners, other Government agencies and businesses.

	relationships with stakeholders	<ul style="list-style-type: none"> • Oversee and direct work with key northern partners, DfT and other Government agencies in the delivery of TfN priorities. • Influence the long-term investment programmes of the national delivery agencies to optimise their alignment with TfN’s strategic priorities and objectives. • Actively monitor and act on feedback from national and regional stakeholders and partners to continuously improve service quality.
5.	Effective organisational development and leadership	<ul style="list-style-type: none"> • Demonstrate strategic and effective leadership in ensuring that TfN’s vision and values are embedded within the organisation and wider partnership. • Lead and manage TfN’s Operating Board (Senior Leadership Team), ensuring transparency and accountability throughout the organisation. • Ensure a long-term sustainable and transparent operating model through effective governance, innovation, sound financial management and the effective and efficient delivery of services. • Oversee the development and implementation of an effective people framework ensuring that the right people, with the right skills, demonstrating the right capabilities are in place to deliver our strategic aims.
6.	Effective financial and commercial management	<ul style="list-style-type: none"> • Act as Head of Paid Service ensuring that TfN’s activities and business are carried-out in-line with all statutory requirements. • Ensure regular monitoring of key performance indicators, including operational and financial targets; recommending and driving corrective action as required. • Direct TfN’s short and long-term financial framework, financial management, treasury management and budget strategy. • Oversee the development and implementation of funding models to support the delivery of TfN’s investment programme including liaison with the DfT, HMT, partner bodies, funding institutions and businesses. • Oversee the development and implementation of commercial opportunities to maximise “local/northern” contributions to the overall funding of TfN’s investment programme.

Compulsory Outputs (COs) <i>What must be achieved for the post-holder to be successful in the role</i>		Key Actions <i>How the COs will be achieved – the activities required</i>
1.	Ensure you comply with all applicable organisational legislation and policies	<ul style="list-style-type: none"> • TfN’s Safety Management System • TfN’s Dignity at Work Policy • TfN’s Diversity Policy & Charter • GDPR and Freedom of Information • Risk management • TfN policies and procedures • TfN Vision, Values and behaviours
2.	Any other reasonable duties as required from time to time	
Key Interdependencies:		
Key Contacts		<ul style="list-style-type: none"> • TfN Board • TfN Chair responsible for offering constructive criticism and challenge to the Chief Executive • Department for Transport (DfT) • HM Treasury (HMT) • National Agencies including Network Rail, Highways England & HS2 Limited • Funding institutions & businesses • Rail North / DfT Partnership Board • Senior Executives & Members of the various Combined Authorities, PTE’s and Local Authorities across the North of England • Other directors and senior managers • Direct reports and TfN’s wider workforce
Direct Reports		<ul style="list-style-type: none"> • Strategy & Programme Director • Finance Director • Business Capabilities Director • Strategic Rail Director • Major Roads Director • Northern Powerhouse Rail (NPR) Director • Integrated & Smart Travel (IST) Programme Director
Budgetary Responsibility (TBC by TfN Finance Team)		<p>TfN’s revenue budget for FY2020/21 is £?m and our investment programme includes:</p> <ul style="list-style-type: none"> • Development and implementation of Smart North – c.£?m • Transport Development Funding for the development of Northern Powerhouse Rail – c.£?m

	Oversee the 'client side' management and delivery of the rail services across the North of England (delivered via the Rail North Partnership) with a value of c.£500 million per annum.
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Politically Restricted Post:

This post is politically restricted meaning the postholder must refrain from participating in any political activities, publicly expressing support for a political party or undertaking other activities such as canvassing on behalf of a person who seeks to be a candidate; and speaking to the public at large or publishing any written or artistic work that could give the impression that they are advocating support for a political party.

Please see TfN's Protocol for Politically Restricted Posts for further details.

Person Specification

Qualifications, knowledge, skills and experience required at selection stage:	
EQ1	Degree or equivalent in a relevant subject
EQ2	Recognised leadership qualification or equivalent
ES	Skills and Experience
ES1	Demonstrable experience of leading a similar complex and multi-stakeholder and partnership organisation
ES2	Demonstrable ability to maximise external funding opportunities and of applying effective, key commercial, business and other management processes
ES3	Extensive experience of overseeing the establishment and management of complex financial management and resource planning systems and processes
ES4	Extensive experience of leading multi-disciplinary teams to deliver complex projects, work plans and to meet key objectives
ES5	Extensive experience of developing strategies for continuous improvement and of project performance measurement
ES6	Extensive experience of influencing government bodies, stakeholders, partners, clients, operators, businesses and suppliers to support the achievement of organisational aims, objectives and requirements
ES7	Extensive experience of achieving positive outcomes through negotiation
ES8	Experience of and ability to actively seek, identify and implement opportunities for continuous improvement in project and programme delivery
ES9	Strong customer focus and ability to maintain focus on the implications of all strategy and policy decisions on passengers and public and business transport network users
ES10	Demonstrable ability to understand and communicate the wider context, to advise and support political leadership and to operate as a peer within the wider transport industry
EC	Essential Behavioural Competencies
EC1	Cultivates Innovation - <i>Creates new and better ways for the organisation to be successful</i>
EC2	Ensure Accountability - <i>Holds self and others accountable to achieve results, even under challenging circumstances</i>
EC3	Collaborates - <i>Building partnerships and working collaboratively with others to meet shared objectives</i>
EC4	Instils Trust - <i>Gaining the confidence and trust of others through honesty, integrity and authenticity</i>
EC5	Financial Acumen - <i>Interpreting and applying understanding of key financial indicators to make better business decisions</i>
EC6	Decision Quality - <i>Making good and timely decisions that keep the organisation moving forward</i>
EC7	Strategic Mindset - <i>Seeing ahead to future possibilities and translating them into breakthrough strategies</i>
EC8	Attracts Top Talent - <i>Attracting and selecting the best talent to meet current and future business needs</i>
EC9	Drives Vision and Purpose - <i>Painting a compelling picture of the vision and strategy that motivates others to action</i>
EC10	Manages Ambiguity - <i>Operating effectively, even when things are not certain or the way forward is not clear</i>