

MALDON DISTRICT
COUNCIL

Princes Road
Maldon
Essex CM9 5DL

www.maldon.gov.uk



Resources Specialist, Senior Specialist & Lead Specialist

(FM18 RD06)

Job Title	Resources Specialist, Senior Specialist & Lead Specialist
Service Area	Resources
Grade	Specialist Level 1 G (SCP 25-28)
	Specialist Level 2 H (SCP 29-32)
	Senior Specialist Level 3 I (SCP 33-36)
	Lead Specialist Level 4 L (SCP 45-48)
Job Reference	FM18 RD06

Reporting to	Responsible for
Resources Specialist (L1 & L2) <u>Operationally:</u> Resources Specialist Services Manager <u>Functionally:</u> Resources Lead Specialist	Operationally: None Functionally: Resources Caseworkers
Resources Senior Specialist <u>Operationally:</u> Resources Specialist Services Manager <u>Functionally:</u> Resources Senior Specialist or Resources Lead Specialist	Operationally: None Functionally: Resources Caseworkers, Resources Specialists
Resources Lead Specialist <u>Operationally:</u> Specialist Services Manager <u>Functionally:</u> Specialist Services Manager or Head of Paid Service	Operationally: None Functionally: Resources Caseworkers, Resources Specialists, Resources Senior Specialists

Team Purpose
To provide a range of timely, effective support services; ensuring compliance and enabling the organisation to deliver for its customers.



Role Purpose

To deliver a specialist, professional service with high standards of advice and support and resolving cases of varying complexity as they arise. Ensure compliance with statutory regulations, legislation, professional codes of practice and adherence to council policy. Deliver projects, interventions and initiatives and develop policies (together with the Strategy teams) in-line with corporate and business plans. Ensure and develop appropriate levels of quality and specialist knowledge within the Resources Case Management team. To ensure that enquiries and cases are managed and completed at the appropriate level.

Key Accountabilities

Level 1:

- Deliver customer-focused specialist advice and services for one area of specialism, keeping up to date with current and emerging legislation, best practice and policy to ensure continuous development and improvement in services
- Manage complex or contentious applications, cases and inspections that will require an understanding of one specialist area, processes and compliance, regulations and legislation, acting as the single point of contact for customers on those cases, attending court as appropriate
- Support, guide and advise the Resources Case Management team on less complex cases related to the specialism
- Ensure personal, professional development is maintained to the required standards.
- Working collaboratively with colleagues across the organisation, Members and managing key relationships e.g. with members, partners, other stakeholders.
- Access and accurately update all relevant information systems, both customer and back office ensuring that the master customer record is updated and maintained through verification and validation, and in accordance with Data Protection principles

Level 2 (in addition to the above):

- Acting as member of corporate or community project teams - providing specialist advice and input
- Owning key professional and technical stakeholder relationships on behalf of the council relevant to day-to-day delivery of services or projects

Senior Specialist (in addition to the above):

- Have a deep understanding of more than one specialist area, enabling resolution of a broader range of more complex cases, applications and inspections and providing resilience and flexibility within the specialist team
- Provide functional leadership for a team of specialists ensuring the provision of professional services that meet customer needs
- Prepare and present reports to council committees and other internal and external meetings
- Assisting the development of the community of practice across the organisation including mentoring staff in order to improve delivery of the specialism and support career development.
- Acting as member of corporate or community project teams - providing specialist advice and input

Lead Specialist (in addition to the above):



- Lead a community of practice for one or more subject/specialist area(s) working with teams across the council – provide technical mentoring and support, encourage transfer of specialist knowledge, share best practice, new legislation and associated changes to processes and scripts and have oversight of the end to end process or customer journey and related contracts
- Support projects and contracts that deliver community and corporate objectives
- Leading contributor to strategy, performance and quality control, and service and financial planning for specialist area
- Contribute to performance appraisals and development for a number of staff
- For Finance to be Deputy S151 Officer

Appointment and progression through grades will be based on the needs of the business.

Key Objectives	
Working with customers	<p>Able to identify and develop opportunities to improve the customer journey. Champion own ideas for the improvement of service and processes.</p> <p>Develop digital and self-service channels and implement customer enabling and prevention opportunities.</p>
Working towards the Corporate Plan	<p>Contribute to Corporate Plan development and the development of associated plans and policies.</p> <p>Deliver agreed objectives and services associated with the Corporate Plan.</p>
Knowledge of services	<p>In-depth understanding of specialist area, being professionally qualified in one and good understanding of the operation of another.</p>
Using systems effectively	<p>Advanced skills in a number of Resources Specialist Services systems.</p>

Specific Tasks	
Case management skills	<p>Lead a Community of Practice across Specialist Services. Manage and resolve complex or contentious applications, cases and inspections using specialist expertise and judgement, act as a single point of contact for customers, and attend court if necessary.</p> <p>Advise the Resources Case Management Team on aspects of minor/less contentious applications or cases.</p>
Team work and working with others	<p>As part of the Resources Specialist team work collaboratively across the council to provide a seamless service to customers, collaborate on corporate projects and</p>



Specific Tasks	
	<p>engage positively and effectively with members, partners and other stakeholders.</p> <p>Conduct self and work in ways which encourage communication and empowerment within the team.</p> <p>Develop skill levels of self and others to support multi skilling and knowledge transfer.</p>
Enquiries, reports and service requests	<p>A member of a comprehensive specialist customer focused advice team, ensuring specialist advice and input is provided where required.</p> <p>Provide specialist advice and input to commissioning and contract management.</p> <p>Prepare and present reports to committees or other internal or external meetings.</p>
Processing and administration	<p>Access and accurately update all relevant information systems, ensuring the "golden customer record" conforms to all verification and validation processes and in accordance with Data Protection principles and council policy.</p>
Strategy and policy	<p>Support projects and contracts within own professional area that deliver community and corporate objectives.</p> <p>Provide specialist advice and input to corporate projects.</p>
Performance	<p>Implement strategies, policies, service and financial plans, to ensure statutory and corporate targets are met and provide best value for the council.</p> <p>Draft policies which respond to emerging legislation, best practice and guidance to ensure continuous development and improvement in services.</p> <p>Understand strategy, performance and quality assurance standards and service/financial planning requirements for own specialist area.</p>



Qualifications

Level 1: Educated to A' level standard/NVQ 3 and/or experience in working in specialist area. Degree in a relevant subject (desirable).

Level 2: Degree / relevant qualification and/or extensive work experience in specialist area. Professional qualification (or working towards one).

Senior Specialist: Degree / relevant qualification and/or extensive work experience in specialist area. Professional qualification (or working towards one).

Lead Specialist: Degree / relevant qualification and/or extensive work experience in specialist area. Professional qualification (or working towards one).

Knowledge, Skills and Experience

Specialist (Level 1 & Level 2):

- Good working experience and knowledge of specialist area
- Good working knowledge of legislation and developments in specialist area
- Proven ability to give sound advice and guidance on a limited range cases, topics or issues
- Experience of working with systems relevant to specialist area
- Experience of casework, within specialist area, some of which can be complex, and with some guidance and support of more experienced staff, occasionally referring to Senior Specialists for work outside previous experience
- Proven ability to enforce legislation where appropriate

Senior Specialist:

- Very good working experience and knowledge of practices / methodologies of specialist area
- Very good working knowledge of legislation and developments in specialist area
- Proven ability to give sound advice and guidance on a wider range cases, topics or issues
- Experience of working with systems relevant to specialist area
- Experience of a range casework within specialist area, some of which can be complex, and with little guidance and support of more experienced staff, occasionally referring to Lead Specialists for work outside previous experience
- Proven ability to enforce legislation where appropriate

Lead Specialist (in addition to the above):

- Extensive working knowledge of service working practices/methodologies of several specialist areas
- Working knowledge of legislation and developments in several specialist and complex areas

Specialist Knowledge

Please see supporting information at the end of this document outlining key specialist knowledge, qualifications and skills.



Special Requirements	
Emergency Planning	This post will be on occasions required to take part in the council's emergency planning training, and may be called upon in the case of such an emergency. Where necessary this will include unsociable hours.
Election Duties	<p>This post will, on occasion and with reasonable notice, be expected to assist with election duties as required and this will include working unsociable hours.</p> <p>A separate payment for election duties will be made as determined by the regional Elections Committee.</p>

Standard Terms	<ol style="list-style-type: none"> 1. To comply with appropriate legislation, service and council policies. 2. All employees have responsibility under the Health and Safety at Work, etc. Act 1974. These responsibilities are laid out in the council's health and safety policy and procedures. 3. To support and be committed to the council's policy on safeguarding and promoting the welfare of vulnerable groups including, young children and adults and expects all staff and volunteers to share this commitment. 4. To support the council's equalities and diversity policies. 5. To operate within the council's IT policies and data protection rules and regulations. 6. To operate within the council's financial regulations. 7. Manage budgets and resources ensuring that they are deployed effectively with robust internal controls and compliance with relevant regulations, policies and guidelines. 8. To participate in internal committees and departmental working parties to ensure continuous improvement as required. 9. Any other reasonable duties as may be required from time to time
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Competency Framework

Central to the delivery of the role are the council's values and behaviours and all employees are expected to work within the council's Competency Framework. These are shared by all employees and applied to everything we do. The points for each competency are shown below:

Maldon behaviours [competencies]: see the framework in the Performance Review Toolkit for a full list behavioural indicators	
Core Competencies - All Workforce	
Communicating	Expressing information in the best way and timescales that ensure clarity and understanding and responding in the most appropriate manner.
Managing and Leading People	Providing direction and support to those we work with to ensure service excellence.



Customer Focus	Taking into account customer needs, striving to meet them and providing the best service to our customers and colleagues.
Planning and Managing Work	Planning and managing work to meet individual, team and service objectives whilst achieving quality and value for money.
Analysis and Problem Solving	Assessing and interpreting information in order to support work activities, identify issues and aid problem solving.
Initiative and Decision Making	Taking the right action, based on what we know and being responsible for what happens.
Developing Self	Committed to developing own skills, knowledge and abilities to enhance capability.

All employees are expected to be flexible in undertaking the duties and responsibilities attached to their role and may be asked to perform other duties, which reasonably correspond to the general character of their role and their level of responsibility. All employees are required to be flexible to undertake out of hours work as required, meetings outside office hours will be routine and officers will be expected to attend. This job description will be supplemented and further defined by annual objectives which will be developed in conjunction with the postholder.

This job description will be subject to regular review and the council reserves the right to amend or add to the details.

Key Policies

We are an equal opportunities employer and therefore all staff are expected to comply with our equality policies and help create a work environment in which everyone is treated with dignity, respect, courtesy and fairness. You are also expected to fully comply with health and safety policies and procedures in force to help maintain and develop a safe working environment. In pursuing a practice of continuous improvement and seeking to obtain best value in all aspects of the service, staff will be expected to assist in other such duties as may be allocated for the benefit of the organisation and their own personal development. Staff will be expected to assist if the council has to deal with the results of a civil emergency.

Levels 1,2 and 3 are not politically restricted posts.

Level 4 is a politically restricted post.

Signed (Job Holder):		Date:
Signed (Service Lead):		Date:



Supporting Information – Key Knowledge, Qualifications & Skills

The council's new operating model allows the simplification and standardisation job descriptions. Fundamental accountability, expectations and ways of working are the same across specialist teams and a driven by a common set of values and behaviours. Specialists are focussed on delivering impacts and outcomes that enable Service Delivery and maintain compliance. However, specialisms of individuals will be focussed around one particular service or a small number of functions. The table below outlines specific skills, experience and qualifications for detailed job titles in the new structure (this is **in addition** to relevant requirements in the job description).

Role	Qualifications	Skills/Knowledge/Experience
Senior Specialist – ICT Infrastructure		Governance, strategy and policy. Network, infrastructure and hardware leadership.
Specialist – ICT Applications		Development oversight, integration, DBA. Technology build, maintenance, system & data management, knowledge of local government software applications.
Specialist – ICT Infrastructure		Network, infrastructure and hardware delivery.
Senior Specialist - Finance	CCAB qualified Evidence of CPD	Governance, strategy, annual budget. Committee reports, income, payroll, creditors, members allowances, VAT, council tax, special expenses, capital financing, collection fund, treasury management.
Specialist - Finance	AAT qualification or equivalent CCAB qualified / equivalent prior learning and experience to demonstrate the ability to operate at the level of a fully qualified professional	Supports VAT, council tax, special expenses, capital financing, collection fund, treasury management. Deliver budget management including monitoring, final accounts, reconciliations.
Senior Specialist - Human Resources	Full member of the Chartered Institute of Personnel and Development (MCIPD), or equivalent professional body Evidence of CPD	Governance, strategy and complex cases.
Specialist - Human Resources	Post Graduate Diploma / Advanced Certificate in Human Resources, Chartered Institute of Personnel and Development (Level 7) Evidence of CPD	Strategy and complex cases.
Senior Specialist - Procurement	Member of BIFM at Level 3 or equivalent	Extensive high level knowledge of the assigned services including both legislative



	<p>BIFM Level 7</p> <p>CIPS</p> <p>Evidence of CPD</p>	<p>requirements and current and emerging national initiatives and recommended practices</p> <p>In depth knowledge of procurement and contract management arrangements</p>
Specialist - Facilities	<p>Professionally qualified building surveyor to RICS or equivalent</p> <p>Attain and maintain First Aid at Work Certificate</p> <p>Evidence of CPD</p>	<p>Accommodation strategy, legionella sampling, facilities related legal requirements (e.g. PAT testing, emergency lighting), contract management (maintenance and facilities systems), health and safety.</p>
Lead Specialist - Legal	<p>Post graduate professional qualification as a solicitor / barrister / legal executive</p> <p>Current Professional Practising Certificate as a solicitor, or appropriate Barrister or Legal Executive Certificate</p>	<p>Role of the monitoring officer.</p> <p>Governance, strategy and policy.</p> <p>Complex planning, contracts property and land.</p>
Senior Specialist - Legal	<p>Qualified solicitor with at least 6+ years PQE (references will be required)</p> <p>Experience of working in a public sector environment</p>	<p>Complex planning, contracts property and land.</p> <p>Planning, contracts, property and land, litigation.</p>
Lead Specialist - Procurement	<p>Qualified CIPS Procurement professional.</p> <p>Evidence of continuous professional development</p> <p>Experience of working in a public sector environment</p>	<p>Leading on all aspects of Local Authority Procurement.</p> <p>Providing expert advice and support on all types of public procurement and leading a team delivering this.</p> <p>Ensuring MDC is adhering to all current procurement legislation</p>
Lead Specialist - Finance	<p>Qualified Accountant, AAT as minimum</p> <p>Evidence of continuous professional development</p> <p>Experience of working in a public sector environment</p>	<p>Leading on all aspects of Local Authority Finance.</p> <p>Providing expert advice and support on all finance functions and leading a team delivering this.</p> <p>Providing Deputy S151 function</p>



Lead Specialist - ICT	<p>ICT Specialist</p> <p>Expert in ICT infrastructure & functionality</p>	<p>Lead on ensuring ICT resilience and 24hr functionality</p> <p>Expert & lead in full range of MDC ICT systems in functionality, resilience & availability</p>
Lead Specialist – Elections	<p>AEA Qualified or similar</p>	<p>Expert in and experience of all aspects of electoral services, both electoral registration and elections and knowledge of electoral legislation and Express or similar Elections software</p> <p>Excellent communication skills who can inspire, motivate and influence others in order to manage large events and lead a large team to successfully deliver all aspects of elections</p>
Lead Specialist – HR	<p>CIPD (Level 7) or similar</p>	<p>Expert & experience in all aspects of HR</p> <p>Ability to lead HR Strategy for MDC and lead new innovations in HR and new ways of working. To deal competently with all aspects of employee relations.</p> <p>To ensure all HR processes are fit for purpose and to be a trusted expert in HR leadership leading a team of HR staff</p>

