

SOUTH WALES FIRE AND RESCUE SERVICE

JOB DESCRIPTION

Role/Post	Director of Strategic Change and Transformation
Location	Headquarters, Llantrisant, South Wales, CF72 8LX
Responsible to	The Commissioners for the South Wales Fire & Rescue Service
Duration of role	Fixed Term for 12-18 months.

This job description refers to the main purpose and responsibilities of the post. It does not necessarily list in detail all of the tasks required to carry out these responsibilities. This job description will be reviewed as and when necessary to ensure that it meets the Service’s business requirements.

MAIN PURPOSE OF THE POST
The Strategic Change and Transformation Director will play a key role in driving organisational change and transformation across the Service. This individual will work closely with the Commissioners for South Wales Fire and Rescue Service and the Senior Leadership Team to oversee the implementation of recommendations in the Culture Review Report and other associated change and transformation plans.

KEY RESPONSIBILITIES

1. Liaise with the Commissioners for South Wales Fire and Rescue Service and the Senior Leadership Team to execute the change and transformation strategies identified for the Service.
2. Provide visionary leadership to drive transformational change and implement effective transformation plans.
3. Apply best practice in change and transformation methodologies to create long term embedded change across all parts of the Service.
4. Lead the implementation of an action plan with respect to the recommendations set out in the South Wales Fire and Rescue Culture Review Report and any other associated reports.

5. Collaborate with senior leaders to implement strategic change, developing organisational capabilities and implementing effective transformation plans.
6. Lead cross functional teams and engage all staff, providing them with the opportunity to contribute to the change and transformation that is required.
7. Take account of the need to work with the Representative Bodies to achieve long term change.
8. Engage and communicate with stakeholders at all levels, ensuring transparency, clarity, and timeliness of messaging in relation to the strategic change process.
9. Establish metrics to measure the success and impact of transformation activity. Ensure the impact of change on staff, customers and services to the public is identified and captured.
10. An integral member of the Senior Leadership Team.

