|  |  |  |  |
| --- | --- | --- | --- |
| **Role title:** | Strategic Execution Lead | **Responsible to:** | Head of Business Change and Strategic Execution |
| **Division:** | TMO | **Department:** | Strategic Execution |
| **Direct Reports and Level:** | * 2 direct reports * Transformation Analyst x 2 | **Scope:** | MPS worldwide provision of effective and robust of programme and project management |
| **Scale:** | Approx. 2 People |
| **Regulated Function(s) Held:** | No |
| **Evaluation Level** | Guide 2 | **Role Family** | Digital, Data and Change |

|  |
| --- |
| **Overall Role Purpose** |
| The Purpose of the role is to lead the creation of a transformation Blueprint, managing the Think/Translate/Deliver Model. This role is the glue between the strategy and the portfolio of change executing against that. The role will ensure that the strategy is converted into clear business outcomes and capability shifts that will achieve them, and run a Strategic Design Authority to ensure that all change delivers this throughout it’s lifecycle.  The role will ensure that there is a constant golden thread between any change activity and the strategy to ensure that prioritisation is clear and optimising strategic delivery. Reporting against this will be regular to the exec and council. Regular communications will be produced for all of MPS to see the progress that is being made against the strategy.  The role holder will ensure that the right vendors and suppliers are chosen to help achieve these outcomes, managing supplier relationships and working closely with MEDD to line up vendors that support the target IT strategy. |

|  |  |
| --- | --- |
| **Accountabilities (RACI)** | **Measures of Success/KPI’s** |
| **Operational Leadership**:   * Provide leadership to the Strategic team to deliver on the overall corporate strategy, strategic priorities, business performance, and leadership of teams that reinforces the desired culture. * Create and maintain the Transformation Blueprint which articulates all outcomes and capability shifts required to achieve the strategy * Continuously monitor designs across all change to ensure that investment is delivery strategic alignment at all times * Support business case investment by making recommendations on which initiatives should come in what order to optimise value creation * Own the roadmaps of activity that set the direction of change over the coming years * Ensure that design thinking is outside in and focussed on best practice | * Divisional Strategic priorities Vs plan * Division Plan Vs plan * Divisional Engagement index Vs plan * Divisional Leadership index Vs plan * Divisional Inclusion Index Vs plan * 2025 Goals Vs plan |
| **Financial**   * Support the departmental setting and delivery of operational budgets ensuring an efficient and effective operating model which minimises cost and maximises contribution to financial sustainability without compromising the member experience. * Support the setting and delivery of budgets associated with the transformation programme ensuring efficient and effective delivery of projects which minimises cost and maximises contribution to financial sustainability without compromising the member experience. | * Operational budget Vs Plan * Project costs Vs Plan |
| **Member**   * Provide robust assurance that all change is aligned to the strategy and delivers optimal member value | * Operational Metrics Vs SLAs |
| **People**   * Provide strong directional leadership to ensure the training, competence, performance and engagement of all employees who are focussed on delivering for members, have clarity on their accountabilities and comply with all governance, policy standards and processes * Build a strong pipeline of diverse talent and succession across the department for the benefit of MPS which will mitigate workforce planning risks, embraces diversity and maximises the performance and potential of employees. * Provide coaching and mentoring that develops and encourages continuous learning within the team (direct and indirect team members) * Take the lead on promoting a more inclusive environment, which aligns with our commitment to celebrate and promote diversity. | * Engagement Index Vs MPS * Leadership Index Vs MPS * Inclusion Index Vs MPS * Strong Talent and Succession Plans * HR Metrics – attrition, absence * Delivery of People plans Vs Plan |
| **Risk**   * Create an environment where all colleagues recognise the importance of risk identification and management * Ensure appropriate business processes and controls are in place to manage the department within risk appetite; comply with policies and regulatory requirements (as applicable). * Develop longer term plans to mitigate risks of inadequate resources necessary to achieve operational performance and strategic objectives | * Risk & Control Self- Assessments * Audit Actions * QA Outcomes * Conduct risk * Financial risk   Reputational risk |

|  |
| --- |
| **Responsibilities (RACI)** |
| * Create the transformation blueprint and associated roadmaps * Own the strategic design of change ensuring that the right capabilities are delivered to achieve strategic outcomes * Create a transformation vendor strategy that supports delivery of the ambitions. Manage vendor performance against this * Create communication plans and channels to ensure that the transformation progress and outcomes are well understood by all colleagues in MPS * Investment recommendations on all change initiatives provided to the exec change committee * Provide senior assurance on the quality of outcomes that change programmes are delivering |

|  |
| --- |
| **Key Governance Responsibilities** |
| * Lead role in the Exec Change Committee * Lead role in the Strategic Design Authority * Other governance forums within TMO and wider MPS |

|  |  |
| --- | --- |
| **Leadership Framework Competencies** | **Level** |
| Fresh Thinking | Leading Others |
| Building Capability in Self and Others | Leading Organisation |
| Influencing Others | Leading the Organisation |
| Collaborating for Results | Leading the Organisation |
| Leading Self and Others | Leading Others |
| Commercial and Risk Thinking | Leading the Organisation |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Knowledge and Qualifications** | **Skills** | **Experience** |
| **Essential** | * Educated to degree standard and/or hold relevant professional qualifications (Management of Portfolios) | * Strong organisational and planning skills * IT literate and can use MS Office (Word, Excel, PowerPoint) * Good communicator – ability to communicate to a broad audience and converse with all levels * Excellent people skills driving good colleague engagement * Skilled facilitator with proven stakeholder management skills at all levels; effective influencing, persuasion and negotiation skills | * Extensive experience in leading a Project/Programme/Portfolio governance function * Experience of the full software IT development life cycle * Development of Strategic plans to execution * Working in a matrix environment. * Leading transformational change of own team and wider business * Extensive experience of establishing and leading teams within a product management operating model * Sound financial capability, including cost versus benefit analysis and forecasting, and the ability to see the wider implications of financial variance. * Experience of working with multiple 3rd parties to deliver complex change projects * Experience of working within a fast paced and complex delivery landscape with multiple stakeholders and domains |
| **Desirable** | * PRINCE2 Qualification * AGILE Qualification * Good knowledge of the use of project online |  | * Experience of working with the DSDM methodology |