

## **Summary of Role Profiles for Top Tiers**

### **Directors**

These are accountable for the achievement of the Council's priorities and outcomes, within agreed resource constraints. This involves the development and delivery of the council's corporate medium to long term strategies to achieve outcomes. These jobs lead the organisation ensuring that a responsive, resident focused culture, ways of working and systems/ processes exist. They reach outside the organisation to ensure strong partnership working within Tower Hamlets and across London, creating opportunities for service reforms and improvements. They support and advise the council on strategic matters. They ensure strong achievement and improvement through corporate performance management including in the use of resources and the management of risks. They are accountable for ensuring legal and other duties are fulfilled.

### **Assistant Directors**

These are chief officer jobs accountable for the achievement of designated priorities and outcomes, within agreed resource constraints. This will involve the development and delivery of medium term, outcome focused strategies for groups of services. These jobs contribute to leading the organisation, including specific accountability for designated services, ensuring a responsive, resident focused way of working through our systems and processes. They will ensure that services and activities across the council and with partners are closely integrated and joined up to better achieve outcomes efficiently as well as improve residents' experiences. They reach outside the council to ensure strong partnership working and service integration where appropriate. They support and advise the council on strategic and significant operational matters. They ensure strong achievement and improvement in the delivery of outcomes through effective performance and risk management including in the use of resources. They may ensure that our legal and other duties are fulfilled

### **Heads of Service**

These jobs are accountable for the delivery of high quality, resident focused services that contribute to the delivery of the council's priorities and planned outcomes. This will involve ensuring effective service strategies and plans are developed and implemented. These jobs contribute to the leadership of the organisation through management of services, ensuring both responsive, resident focused ways of working and systems/processes. They will ensure that services are joined up for the benefit of residents by close and open collaboration with colleagues from across the organisation as well as with partners. They support and advise the council on technical, professional and operational matters. They ensure strong achievement and improvement of services through effective performance and risk management including in the use of resources. They may ensure our legal and other duties are fulfilled.