Job Description

JOB TITLE:	Strategic Lead, Anti-Poverty Taskforce
GRADE:	Grade M
POST NUMBER:	
DIRECTORATE:	Chief Executive
SERVICE:	
RESPONSIBLE TO :	Head of Corporate Strategy, Partnership and Improvement with dotted line to Director of Tackling Inequalities and Engagement
RESPONSIBLE FOR:	• Direct line management of the Anti-Poverty Taskforce Project Manager and any programme officers assigned to the team • Management of assigned secondees and commissioned support • Matrix leadership of agreed workstreams across council services and with partners
	This post does not require a DBS check **This post is not politically restricted** **This post does not attract essential/ casual car user/ travel allowance**
JOB SUMMARY:	The postholder is the council's lead on poverty reduction and inequality, and is accountable for developing, reviewing and delivering the borough's Anti-Poverty Taskforce. The postholder leads change and continuous review of council policy and service provision across anti-poverty priorities. The postholder manages the Taskforce team, programme budgets including income generation and commissioned activity. They co-design delivery responsibilities and outcomes with council services and partners and hold services to agreed commitments. The postholder is responsible for driving collaboration across the council and with partners to develop, mobilise

	and deliver innovative approaches that reduce poverty and inequality. The postholder sets design requirements and makes decisions on programme priorities, pilots and the use of assigned resources. Working across organisational boundaries, the postholder aligns Anti-Poverty Taskforce activity with the council's Strategic Plan, partnership approach and wider borough priorities, building commitment and accountability across services and among partners to achieve shared outcomes. The role will drive innovation, continuous improvement and system-wide action to deliver lasting reductions in poverty and inequality.
ROLE REQUIREMENTS:	
1.	Own the review, development and implementation of the Anti-Poverty Taskforce. Translate agreed strategic priorities into coordinated programmes and workstreams and securing the partner commitments needed for delivery.
2.	Lead the development, testing and embedding of new anti-poverty policies, approaches and interventions with council services and partners. Set requirements for anti-poverty outcomes such as changes to access routes, referral pathways, coordinated approaches and service standards. Oversee changes and evaluate impact. Through this work, establish the Anti-Poverty Taskforce as a catalyst for innovation and change that reduces poverty and inequality.
3.	Set workstream priorities, milestones and outcome measures. Drive cross-council ownership of anti-poverty priorities, reducing fragmentation by aligning policy, programmes, partnerships and services around shared outcomes and delivery plans.
4.	Decide how to deploy assigned programme capacity and agree contributions from services and partners.
5.	Ensure programme priorities and delivery are informed by evidence, research, data, equality analysis, resident insight and lived experience, using robust evaluation including reach and resident outcomes to assess impact, inform investment decisions and improve outcomes.

6.	Provide strategic leadership for the integration of the Anti-Poverty Taskforce within the borough's strategic governance and partnership arrangements, ensuring alignment with the Tower Hamlets Vision 2035, Strategic Plan, adoption of the socio-economic duty and relevant strategic partnership boards.
7.	Provide strategic leadership to align council services, partners and resources around shared anti-poverty outcomes, influencing priorities and resolving competing demands across organisational boundaries.
8.	Act as a thought leader, advisor, convenor and visible system leader for the borough's anti-poverty agenda, providing specialist expertise, advice and recommendations to elected members, senior officers and partners. Lead on securing commitment, resources and accountability across partners to deliver agreed outcomes and maximise collective impact.
9.	Design and lead cross-service pilots with residents, frontline teams and partners. Define what each pilot must demonstrate, test new models of provision and decide on pilot progress within agreed delegations. Recommend wider adoption when supported by evidence.
10.	Involve residents with lived experience of poverty in defining service problems, designing changes and evaluating their effects.
11.	Represent the council and the borough at local, regional and national forums relating to poverty reduction, financial inclusion and social justice
12.	Establish programme governance, performance requirements and accountability arrangements. Act as the responsible senior officer for agreed delivery and outcomes, review expenditure and risks with workstream leads, require recovery plans for agreed work and escalate significant deviation.
13.	Identify and develop opportunities and funding proposals for innovation, investment and external funding, creating new approaches that improve services, maximise impact and deliver sustainable reductions in poverty and inequality.

14.	Contribute to wider Strategy, Partnership and Improvement Team priorities including corporate strategies and partnership work.
15.	Oversee Taskforce delivery from pilot to ongoing provision across multiple services, securing agreement from service directors on ownership, resolving barriers, monitoring outcomes and ensuring resources remain aligned to priorities
CORPORATE RESPONSIBILITIES	
1.	Actively contribute to the council's priorities and outcomes in a way that promotes a 'one organisation' approach.
2.	Develop and maintain positive relationships with colleagues, stakeholders and communities to ensure the council and the directorate strategic priorities are effectively implemented.
3.	Promote equality among all staff and ensure that services are delivered in a non-discriminatory way, that is inclusive of all disadvantaged groups.
4.	Support organisational change and learning, following and implementing appropriate systems of self-development, communication and engagement, quality measures, monitoring and review in delivering the functions of the role.
5.	Promote sustainability, including encouraging a culture of innovation and accountability amongst all council staff.
6.	Adherence to the council's commitment to the health, safety and welfare at work policy
7.	Deputising for the Director, Tackling Inequalities and Engagement where required
PEOPLE	
8.	Line manage the Anti-Poverty Taskforce Project Manager and any programme officers assigned to the team, with responsibility for performance, allocation of work and development.
9.	Establish clear objectives, performance expectations and development plans for all direct reports
10.	Create a positive, inclusive and high-performing team culture focused on delivery, accountability and continuous learning

11.	Set briefs, milestones and acceptance criteria for consultants and commissioned specialist support. Review quality and delivery against agreed terms and take corrective action within delegated authority.
12.	To engage and develop all staff in the team to ensure they have clear personal development plans. Agree resourcing or development actions with the Director.
FINANCE	
13.	Lead the effective deployment of programme resources to maximise delivery and impact
14.	Manage programme budgets and commissioned activity in accordance with council financial regulations and procurement requirements
15.	Identify opportunities to secure additional investment, external funding and partnership contributions to support delivery
16.	Where required, lead the strategic development, commissioning, oversight and evaluation of grant programmes or funding streams that contribute to anti-poverty outcomes
17.	Ensure all commissioned services and funded activity demonstrate value for money and measurable impact
SERVICE	
18.	Act as the senior specialist advisor on the implications of policy choices for residents experiencing poverty and the services they use.
19.	Lead horizon scanning and assessment of emerging national, regional and local policy developments, identifying risks, opportunities and implications for the borough's anti-poverty agenda and recommending appropriate strategic responses. Initiate reviews of council policy or provision where the evidence indicates a material impact on residents.
20.	Act as the lead officer for Anti-Poverty Taskforce governance, ensuring robust oversight, performance management and decision-making through council and partnership structures, supported by high-quality reports, business cases and recommendations for senior officers,

	elected members and partners. Track implementation of approved decisions.
21.	Ensure that anti-poverty activity and awareness is embedded in wider corporate priorities, partnership objectives and service transformation programmes. Agree with service directors how approved policy changes and service standards will be implemented, monitored and reviewed.
PERFORMANCE	
22.	Be accountable to the Director for agreed Taskforce outcomes, budget performance and delivery milestones. Report progress, evidence of impact and correct action through programme governance and annual review.

OTHER CONDITIONS:

To maintain personal and professional development to meet the changing demands of the job and participate in appropriate training/development activities including the council's 'My Annual Review' scheme.

Ensure that all duties and responsibilities are discharged in accordance with the council's policies and procedures, Code of Conduct and relevant regulations and legislation.

To comply with the council's equal opportunities and diversity policies ensuring anti-discriminatory practice within the service area.

To undertake additional duties that may arise from time to time commensurate with the grade of the post.

Person Specification

Person Specification for the Post of		Essential (E) or Desirable (D) (if applicable)	Method of Assessment A= Application Form T= Test I= Interview
Knowledge			
K1	Expert knowledge of poverty, inequality and social exclusion and their impact on residents and communities	E	A/I
K2	Strong knowledge of local government, public policy and partnership working within complex public service environments	E	A/I
K3	Strong knowledge of policy areas influencing poverty outcomes, including welfare, employment, housing, health, financial inclusion and community resilience	E	A/I
K4	Knowledge of programme and project management methodologies, performance management and organisational change	D	A/I
K5	Knowledge of evidence-based service improvement, commissioning and improvement	D	A/I
K6	Expert knowledge of systems leadership, place-based approaches and evidence-based interventions that reduce poverty and inequality across complex systems.	D	A/I
Qualifications & Experience			
QE1	Relevant professional qualification or equivalent senior experience in programme delivery, strategy, public policy,		

	partnership development or organisational change		
QE2	Significant experience of leading complex programmes from development through to implementation, delivering measurable outcomes in a complex stakeholder environment		
QE3	Significant experience of securing commitment, influence and accountability across public, voluntary, community and business sectors to deliver shared outcomes where direct management control is limited		
QE4	Significant experience of shaping policy, programmes or service improvements to address complex social, economic or health inequalities		
QE5	Experience of influencing senior stakeholders, elected members and partnership boards within politically sensitive environments		
QE6	Experience of managing budgets, resources and commissioned activity		
QE7	Experience of leading and managing staff, consultants or multidisciplinary teams		
QE9	Excellent written, verbal and presentation skills, with the ability to communicate complex issues to a range of audiences including senior officers, elected members and partners		
QE10	Strong analytical and problem-solving skills, with experience using evidence, insight and innovation to develop solutions to		

	complex policy and delivery challenges		
Living the TOWER Values sets out the essential behaviours required of all staff.		**They are aligned to the organisation's five TOWER Values**	
We work **TOGETHER** across boundaries and with partners to achieve the best outcomes for Tower Hamlets	• *Building relationships* • *Developing networks* • *Collaborating*		
We are **OPEN** and transparent	• *Communicating clearly* • *Listening, asking and coaching* • *Managing change* • *Being approachable*		
We are **WILLING** to challenge, innovate and be accountable	• *Being accountable* • *Learning and challenging* • *Personal development* • *Improving and innovating*		
We empower each other to be **EXCELLENT** and go the extra mile	• *Having purpose and personal motivation* • *Being empowered* • *Focusing on support and wellbeing* • *Making colleagues feel appreciated and valued*		
We **RESPECT** all communities; they are the heart of everything we do	• *Understanding our customers' (anyone who isn't me) needs* • *Learning from customers* • *Being a customer ambassador* • *Respecting diversity and being inclusive*		
Additional Requirements	To meet exceptional business needs a willingness to work outside of contractual hours in the evenings and weekends		

	with notice, unless there is good reason where this is not possible.		

Appendix 1: Health and Safety responsibilities for:

Heads of Service/Departmental Heads (third tier) Job Descriptions

Health and safety responsibilities include:

- arranging, where necessary, additional health and safety guidance and procedures to cover specific work activities, in addition to corporate arrangements
- holding staff accountable
- ensuring risk assessments are carried out, reviewed and shared with all appropriate staff
- ensuring staff receive adequate information, instruction, training and supervision
- cooperate with trade union/safety representatives and attend relevant meetings.