

# Role Profile

## Part A - Grade & Structure Information

Job Family Code	9BF	Role Title	Scrutiny Officer
Grade	PS9	Reports to (role title)	Committee Support Manager
		Directorate/School	Resources
JE Band	314-370	Service/Department	Legal and Democratic Services
		Date Role Profile was created	May-19

## Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	<p>Management and co-ordination of the business of the Council's Select Committees and Task &amp; Finish Groups, working closely with directorate senior officers and committee chairmen in developing and supporting the work of the Committees.</p> <p>Support the work of the Council's Select Committees, developing their role in policy development, scrutiny and review, by organising meetings, carrying out research, advising on policy options, drafting reports and helping to ensure high-quality outcome-focused scrutiny.</p> <p>Assist the Chairmen and Vice-Chairmen in formulating work programmes, managing business, identifying lines of inquiry and areas for investigation, identifying witnesses and arranging for them to attend meetings and give evidence.</p> <p>Plan inquiries, carry out research and collect evidence for Select Committees, write briefing papers and draft reports on the results of investigations for submission to the Select Committees and the Cabinet.</p> <p>Provide procedural advice to Members and officers to support the effective and efficient operation of the decision-making process, including:</p> <ul style="list-style-type: none"><li>• Advising Members on their rights and duties as councillors</li><li>• Advising Members and officers on the law and practice of meetings and the Council's constitution and working practices</li><li>• Advising on and maintaining the respective roles of the executive, scrutiny and regulatory functions.</li></ul> <p>Advise Chairmen, Vice-Chairmen and other Members on local and national developments affecting the work of their committees.</p> <p>Measure/monitor the effectiveness of the Council's scrutiny work+B19 and develop new initiatives that promote the wor+B3k of Select Committees. Support colleagues in Democratic Services with such other functions as may reasonably be required.</p>
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<b>Work Context</b>	<p>Democratic Services lies at the heart of the County Council's strategic decision-making.</p> <p>The post-holder will deal on a day-to-day basis with elected Members and will need to display judgment, diplomacy and political sensitivity in establishing and managing effective working relationships with Members and officers.</p> <p>In addition, the Scrutiny Officer will need to develop contacts and working relationships with officers from relevant County Council services, borough and district councils, and other public, private and voluntary sector organisations which can contribute to the work programmes of committees.</p> <p>The post-holder will be expected to work within agreed procedure and practice, liaising closely from day to day with Members of the Council, external partners and senior officers in organising committee business.</p> <p>The post-holder will demonstrate an innovative and creative approach to work. Much of it also requires an ability to exercise judgement and influence outcomes.</p>
<b>Line management responsibility</b> if applicable	Not Applicable
<b>Budget responsibility</b> if applicable	Not Applicable
<b>Representative Accountabilities</b> Typical accountabilities in roles at this level in this job family	<p>Analysis, Reporting &amp; Documentation</p> <ul style="list-style-type: none"> <li>• Assess or conduct analysis, presenting results and putting forward recommendations on managing more complex situations to support decision making.</li> <li>• Analyse and make recommendations for improvement or development of existing systems, processes or policy.</li> </ul> <p>Service Delivery</p> <ul style="list-style-type: none"> <li>• Maintain, develop and review systems, processes, procedures and working methods to maximise service quality, efficiency and compliance.</li> <li>• Provide specialist/professional advice and recommendations within specific parameters to support informed decision making.</li> </ul> <p>Planning &amp; Organising</p> <ul style="list-style-type: none"> <li>• Plan workloads and secure resources to enable the team/s to achieve a quality service.</li> <li>• Lead projects and reviews within a defined area of work as directed by their manager to support and enhance service delivery.</li> </ul> <p>Finance/Resource Management</p> <ul style="list-style-type: none"> <li>• May assist with budget/resource management in accordance with the organisation's policies and procedures.</li> <li>• May have delegated responsibility for a budget(s).</li> </ul> <p>Work with others</p> <ul style="list-style-type: none"> <li>• Liaise, communicate and build relationships with other internal departments, customers, partner organisations, agencies and/or contractors to support and represent the team/service.</li> </ul> <p>People Management</p> <ul style="list-style-type: none"> <li>• May manage a team operating in a well defined specialist area or oversee the delivery of a range of support services to a service or function.</li> <li>• Monitor and support the performance management and development of team members to ensure that individual contributions are maximised.</li> </ul> <p>And/Or</p> <ul style="list-style-type: none"> <li>• Operate as an individual responsible for the delivery of a high level/complex service.</li> </ul> <p>Duties for all</p> <p>Values: To uphold the values and behaviours of the organisation.</p> <p>Equality &amp; Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.</p> <p>Health, Safety &amp; Welfare: To be responsible for ensuring health &amp; safety policies, procedures and legislation are implemented, communicated and managed including making sure that health and safety responsibilities are fully understood and carried out by employees within their service area.</p> <p>To have regard to and comply with safeguarding policy and procedure as appropriate.</p>

<b>Education, Knowledge, Skills &amp; Abilities, Experience and Personal Characteristics</b>	<ul style="list-style-type: none"> <li>• Degree qualified, or significant vocational experience demonstrating development through involvement in a series of progressively more demanding relevant work/roles.</li> <li>• Professional qualification, or able to evidence knowledge and understanding of appropriate business disciplines.</li> <li>• Comprehensive knowledge of computerised business systems in terms of functionality and capability (some roles).</li> <li>• Knowledge of principles, practices, policies and procedures relating to business planning and financial and organisational management.</li> <li>• Proven written and oral communication and interpersonal skills with good negotiation and influencing skills and the ability to work collaboratively with internal and external partners/professionals.</li> <li>• Ability to understand, meet and exceed customer expectations.</li> <li>• Ability to work on own initiative, with solution focused problem solving skills.</li> <li>• Ability to manage a range of projects through to completion.</li> <li>• Previous practical or professional experience and understanding of a specialist area or supporting service teams and/or providing support to the public.</li> <li>• Previous management experience including staff supervision, development and organisational skills (where appropriate).</li> </ul>
<b>Details of the specific qualifications and/or experience if required for the role in line with the above description</b>	<p>Evidence of continuous training and personal development</p> <p>Knowledge of Council services and an ability to scrutinise service policy and performance.</p> <p>Understanding of the overall statutory local government framework, policies and services</p> <p>Understanding of and commitment to equal opportunities and diversity in service delivery and employment.</p> <p>Understanding of partnership working</p> <p>Broad understanding of law and practice of meetings</p> <p>Experience of managing/supporting committee meetings</p> <p>Willingness to travel around the County for meetings as required.</p>
<b>Role Summary</b>	<p>Roles at this level are often professionally qualified roles, specialists, or project officers providing advice and support to their customers, or lead and manage the work of larger teams. They will plan and ensure progress within established procedures and policy, and respond effectively to changing priorities and different situations. They will have a fair degree of autonomy and work closely with customers, staff, partners, third parties agencies and/or contractors and have a primary role ensuring their services achieve the agreed service standards in a cost effective way and in improving quality standards. Forward planning could be for months ahead and the role will contribute to longer-term development. Work requires the consideration of future implications beyond the immediate problems.</p>
<b>Reference Number</b>	BM-2019-42

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