



# City of Westminster

## Chief Economist (Jobshare – Wednesday-Friday)

<b>What we value at Westminster</b>	<p>At Westminster City Council, we believe in creating a 'Fairer Westminster', one in which our communities are at the heart of our decision-making and help to determine the city's future.</p> <p>We work together to adapt to the changing needs of our communities – resulting in a dynamic atmosphere where ambition, diversity and creativity are celebrated.</p>
<b>Our culture</b>	<p>At Westminster we have a culture of openness, transparency and integrity – where everyone has the opportunity to thrive and develop to be the very best.</p> <p>The Westminster Way is the council's commitment to our staff and is underpinned by three pillars:</p> <ul style="list-style-type: none"><li>• <b>Personal development:</b> Everyone has talent. We want everyone to thrive at Westminster and so we take the time to nurture talent – coaching and mentoring our people to be the very best.</li><li>• <b>Value our people and diversity:</b> Everyone is valued. We embrace our differences, to bring new perspectives to the future challenges of our city.</li><li>• <b>The Westminster Way of working:</b> Everyone is a leader.</li></ul> <p>At Westminster we encourage everyone to develop themselves to have a growth mindset and an outward looking approach to provide the best service to our residents, businesses and visitors. We champion modern and agile working and an open and transparent outlook to the way we work.</p> <p>In order to do the very best for our communities, we believe that our workforce should be representative of the people we work on behalf of, our residents. That's why at Westminster we celebrate and embrace our differences.</p> <p>We are passionate about creating a workplace where all can thrive, and where every single person has the opportunity to develop, grow and to be valued for their contribution.</p>
<b>Portfolio/responsibilities of this role</b>	<p>We are seeking to appoint a Chief Economist (in a jobsharing arrangement) to lead the economics capability in Westminster Council and drive improved decision-making on the basis of sound economic insight. This role will advise and assure the Council's senior leaders on the robustness of economic analysis produced and ensure that Westminster City Council has an appropriate level of capability and capacity to provide the specialist expertise required.</p> <p>The Chief Economist will also support the Council's key service areas at a senior level in cross-Council and stakeholder engagement on issues where there is significant economic content, for example around the future of the</p>

West End, economic recovery and development within the borough more widely. We do not currently have dedicated economics capability, and a key part of this role will be to establish this as a new function and set direction and energy for the economics profession in the Council.

The Chief Economist in close collaboration with the Chief Analyst will be responsible for ensuring all our policies are based on sound economic analysis; building the reputation of Westminster's economic policy making across London and beyond; and developing our economics capability and culture. This is a high-profile, transformational leadership position at the centre of the Council in the Strategy & Intelligence unit. You will establish and lead the Economics function, providing our services and staff at all levels with insight, commentary and challenge on economic developments and embedding analysis in policy, operational and investment decisions.

The role of Chief Economist is an integral part of Westminster's analysis and intelligence offer, and the individual will lead our economists as a profession, setting appropriate benchmarks and a technical professional development offer for recruitment and career progression. The Chief Economist will need to cultivate an ethos in the organisation which combines customer-focus, innovation, political awareness, open and collaborative working, and independence with rigorous quality assurance and professionalism. They will also need to ensure that ethos shapes the way the Council and its partners use economics to drive decision-making, working collaboratively across the organisation.

Budget Responsibilities -

Staffing £

Procurement £

Other £

**What do we expect this role to achieve?**

The post holder will:

- Build an economics function in Westminster Council in collaboration with primary internal stakeholders, working in tandem with the Chief Analyst and the Director of Strategy & Intelligence
- Set the strategy, tone and direction for economic analysis, leading and making a contribution to policy formulation and delivery, and the operational effectiveness of the Council;
- Promote the use of economic analysis to influence Westminster policy priorities, strategy and service provision, (e.g. such as in economic recovery and development across the many sectors in Westminster's economy, regeneration and place-shaping, planning, health and social policy), and realising the potential of using a wide range of external and internal data sources;
- Work with analytical leads across the Council to ensure the analytical output of the Council is coherent, of high quality and influential in the department's decision making;
- Support the Director of Strategy and Intelligence in agreeing analytical approaches to key problems and considering those outputs with significant economic context produced by the multi-disciplinary analytical teams that support the main policy and operational areas.
- Have responsibility for specified cross-Westminster projects with significant economic content
- You will be the Head of the Economics Profession for the Council, responsible for strengthening and developing our team of professional

	<p>economists and building networks to further the delivery of key objectives and impactful outcomes;</p> <ul style="list-style-type: none"> <li>• Take ownership of capacity and team building (including engagement, development and retention) for economists within the Council, ensuring that resources are appropriately prioritised;</li> <li>• Be part of the Strategy &amp; Intelligence senior management team and be expected to take a leadership role in the operation of the function</li> </ul>
<b>Band/Salary range</b>	<b>Band 5 (Level II)</b>
<b>Work style</b>	<b>Agile and flexible working conditions</b>
<b>Your manager &amp; team</b>	Reports to Director of Strategy and Intelligence
	Direct Reports: Up to 5
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Expertise and experience of managing analytical teams, setting the direction for economists in team</li> <li>• Experience of leading a professional economics function; supporting economists' Continuous Professional Development, and leading by example</li> <li>• Experience of managing and prioritizing a wide portfolio of analytical work within a complex organization, working effectively with a range of stakeholders</li> <li>• Experience of creating and presenting technical arguments from a range of sources both verbally and in succinct prose</li> <li>• Proven ability to deliver effectively within a fast paced environment, taking responsibility and accountability for high quality outcomes, whilst negotiating barriers and managing risks.</li> </ul> <p>DESIRABLE</p> <ul style="list-style-type: none"> <li>• Understanding of UK and local government policy making processes.</li> <li>• Experience of building or developing an economist analytical function</li> </ul>
<b>Skills</b>	<p>The successful candidate will demonstrate:</p> <ul style="list-style-type: none"> <li>• Excellent technical economics skills, applying knowledge of economics to influence the strategy of the Council, developing high quality analytical outputs and be able to communicate this clearly to a wide range of customers;</li> <li>• Strong leadership and management skills, including the ability to lead high performing teams. This includes the ability to recruit, coach, and flexibly manage resources;</li> <li>• A commitment to equality and diversity, both as a leader and a service deliverer, with an ability to demonstrate personal leadership on the importance of diversity and inclusion.</li> <li>• Effective communication skills to influence Members and senior decision makers and the ability to articulate complex information in a clear and impactful way;</li> <li>• An understanding of project management, and an ability to lead and deliver on projects in complex and sometimes rapidly changing environments;</li> <li>• Ability to set direction for an economics work programme, providing quality control and constructive feedback;</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to build influential networks and professional working relationships with colleagues, customers, internal and external stakeholders effectively in a wide range of settings;</li> <li>• Sound knowledge of the issues facing local government and those relevant to service/functional responsibilities, together with the legal, financial and political context of public sector management and the statutory responsibilities of this post.</li> </ul> <p><b>Qualifications</b></p> <p>The successful candidate is expected to have excellent knowledge and skills in applied economics and econometric analysis, acquired through qualifications or other relevant training and can demonstrate the equivalent of a post-graduate level of competence in applied economics</p>
<p><b>Corporate standards</b></p>	<ul style="list-style-type: none"> <li>• <b>Resources / Financial management</b> We expect you to manage delegated budgets, funding and resources in line with our processes and our Westminster Way</li> <li>• <b>Values and behaviours</b> Our values and behaviours are at the heart of everything we do. We expect you to work in this Westminster Way empowering, engaging and encouraging your teammates to deliver our corporate vision.</li> <li>• <b>Compliance</b> We expect you to ensure legal, regulatory and policy compliance in area of your specialism, identifying opportunities and risks and escalate/report where appropriate.</li> <li>• <b>Equality and diversity</b> We value equality and diversity as a city council and we want you to support and promote this in your day-to-day work.</li> </ul>
<p><b>Additional values and behaviours for Managers</b></p>	<p><b>People and Service Management</b></p> <ul style="list-style-type: none"> <li>• Role model the Westminster Way: <ul style="list-style-type: none"> <li>○ Demonstrate inclusive leadership</li> <li>○ Take the lead in driving initiatives</li> <li>○ Be proactive in being forward and outward looking, by regularly investing in own development.</li> </ul> </li> <li>• Driving forward performance by empowering staff to take the lead. Setting high standards, encouraging improvement and innovation. Supporting the team to achieve by adopting a coaching style of management</li> <li>• Having regular employee led conversations to develop our people – creating a safe environment for learning, taking time to understand their strengths and motivations, stretching them and coaching them to achieve.</li> <li>• Managing budgets responsibly – planning, monitoring and adapting budgets to respond to changing priorities.</li> <li>• Delivering the Medium Term Financial Plan</li> <li>• Working within the democratic framework - understanding the democratic process and its role in public organisations, anticipating Member needs and responding to their feedback.</li> </ul>