



Department
for Work &
Pensions

Director for Business Strategy

Welcome from Amanda Reynolds

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As Director for Business Strategy, your ability to build credible and trusted relationships and comfort in navigating ambiguity will be integral to the development of the long-term operating model for our department.

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Amanda Reynolds,
DWP Strategy and Transformation
Director General



Thank you for your interest in this critical role at DWP which is integral to our mission to improve people's quality of life, both now and in the future. I am looking forward to further enhancing my leadership team through this key appointment.

You will be a natural relationship builder, at ease working across a large and complex organisation. You'll be focused on the long-term operating model for the department and will be comfortable with setting direction despite uncertainty and ambiguity. You will have clear business acumen and a strong background in strategy and/or system-wide change management which will provide you with the credibility to influence at the most senior levels of the department.

I am looking for an experienced and inclusive leader who will live DWP's values, contribute to the wider leadership of the Civil Service and make sure this is a brilliant place to work.

If this is you, I very much look forward to hearing from you.

About DWP

Our mission is to improve people's quality of life both now and in the future. The Department for Work and Pensions (DWP) is responsible for welfare, pensions and child maintenance policy.

DWP touches the lives of every citizen in the country at some point in their life. As the UK government's largest public service provider, providing services and support to over 20 million people, we support people into work, help disabled people live more independent lives, improve housing and address homelessness, provide the financial foundation for a secure old age through the State Pension, and ensure children of separated parents have more opportunity to fulfil their potential through a better child maintenance system.

We are passionate about making a sustainable and positive impact on people's lives every day by providing a modern, fair and affordable welfare system. We seek to be an exemplar of the Modern Civil Service so that we can better deliver for citizens and meet the challenges of tomorrow.

At DWP, people are at the heart of what we do. We are guided by our departmental values: we care, we deliver, we work together, we adapt, and we value everyone. We promote "I can be me in DWP" to create an atmosphere that is inclusive, allowing everyone to feel valued for being themselves, and allowing them to work to their fullest potential.

We aspire to be a truly inclusive employer and welcome applications to help us reflect and understand how to best serve our customers.

There has never been a more exciting time to work at DWP.

We are committed to equality and valuing diversity within our workforce

We value everybody, and we are passionate about making DWP an inclusive place to work where everyone feels they can be themselves and are supported to be their best. As a department, we are dedicated to providing services to citizens that embrace diversity and promote equality of opportunity.

Our goal is to ensure that these commitments, reinforced by **our values**, are embedded in our day-to-day working practices with all of our customers, colleagues, and partners. We value work-life balance and offer flexibility in how you work. You'll be encouraged to develop your skills, with many opportunities to develop, learn, and progress in a fast-paced organisation.

As a public body, we take our responsibilities under the Equality Act 2010 and the Public Sector Equality Duty (PSED) seriously. Everyone has the right to an environment where diversity is valued and respected.

Everyone working for the department must treat their colleagues, and anyone they come into contact with through their role, with respect and ensure that they do not bully, harass, victimise, or discriminate against anyone on the grounds of equality. Should unacceptable behaviour occur, then colleagues are encouraged and supported to challenge and report this.

Our diversity expectations are embedded within our values, standards of behaviour, and Civil Service Code.



About the Director Business Strategy Role

This role is full time, with flexible working considered.

This role is a 12 month secondment opportunity.

This post is Senior Civil Service Grade 2 (SCS2) level.

This role can be based in the following DWP Hub locations: **Birmingham, Blackpool, Cardiff Leeds, London, Manchester, Newcastle or Sheffield.**

This role is suitable for an element of hybrid working, which is where an employee works part of the week in their DWP office and part of the week from home, but regular travel is likely.

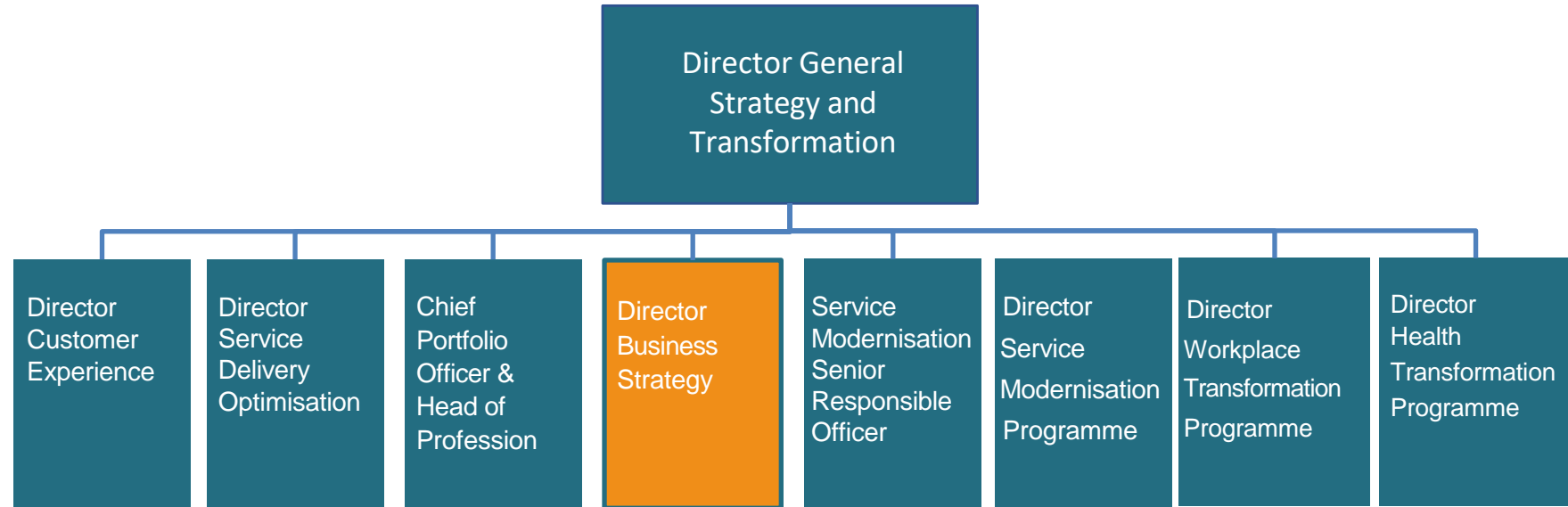
About the Role

This is a key role within the DWP Strategy and Transformation Group, as one of 8 Director roles, reporting to the Strategy and Transformation Director General. The post holder will be a member of the Strategy and Transformation Group Executive Team.

The Director of Business Strategy will play a critical role in designing DWP's future operating model, leading the ongoing development of the department's Business Strategy and providing assurance over its effective implementation. They will partner with senior colleagues within DWP and collaborate with other government departments to plan long term changes to deliver improved outcomes for citizens, provide excellent services and ensure value for money for the taxpayer. They will ensure there is a compelling vision for the future that our people can connect with and that can underpin proposed investment decisions.

You will work closely with a large number of high-profile stakeholders including the Permanent Secretary and Executive Team, other Directorates across DWP, the Cabinet Office, Other Government Departments, and a variety of external partners.

Strategy and Transformation Group Organisation Chart



Role responsibilities

What are my key responsibilities?

The Director of Business Strategy is a key leadership role and will have overall responsibility for:

- Leading the ongoing development of DWP's 2030 Business Strategy, setting out an ambitious long-term vision for the department and the principles that will underpin the operating model.
- Leading the DWP senior leadership team through the process of implementing the long-term strategy for the business in a structured way to ensure decisions are made in a timely and logical manner
- Providing horizon scanning on the external environment, working with academics, think tanks and industry to identify emerging trends and bring an understanding of leading practice into the organisation.
- Leading and delivering an effective strategic planning process that ensures the coordination and optimisation the transformation portfolio to deliver the long-term vision. Including supporting business cases for new investment decisions
- Collaborating with other strategic leaders in DWP to align the Business Strategy with our long-term financial planning and our wider policy development.
- Ensuring key underpinning functionally led strategies align with the overarching Business Strategy - for example for Digital Data & Technology, Commercial/Procurement, People & Capability and Estates.
- Developing clear plans, metrics and milestones for delivering the 2030 Business Strategy. Providing assurance that the department is on track to deliver the strategy.
- Ensuring the Business Strategy is effectively communicated and drives appropriate activity.
- Leading the DWP business architect function to understand the current state of the organisation across a number of domains and impact the strategic vision, mission, objectives and goals.
- Providing inspirational leadership to the Business Strategy Directorate (approximately 40 FTE) and as a key corporate leader within DWP and the Senior Civil Service

Person Specification

Essential Criteria for the role which will be used to assess your application:

The successful candidate will be an excellent strategic leader with strong business acumen. They may come from a range of relevant backgrounds including, for example strategy consultancy, change programme delivery or large-scale operations. They will be able to demonstrate their capability against the following criteria:

- Building highly effective and trusting relationships at pace, working collaboratively with very senior stakeholders to deliver high quality sustainable business outcomes.
- Senior leadership background in a large complex operating environment with a substantial track record of setting the agenda for and driving whole system change.
- Demonstrable experience of strategy development and implementation including using customer insight to drive decision-making and experience of translating multiple and complex priorities into a clear and practical plan. The ability to deal with uncertainty and make sense of a vast array of information, distilling it in a clear way that helps the organisation navigate a path to the future.
- Outstanding judgement in providing strategic advice, constructive challenge and support to the business.

Selection Process

1. Application

To apply for this post, please submit via the WIG website: <https://www.wig.co.uk/external-vacancies/director-of-business-strategy/>. Alternatively you can submit your application via email to Talent@wig.co.uk. There will be an opportunity for applicants to discuss the role with the vacancy holder. Please advise WIG accordingly.

- A **CV** setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years;
- A **supporting statement** (maximum 2 pages) explaining why you want to work for DWP in this role; how you consider your personal skills, qualities, and experience providing evidence of your suitability for the role, with particular reference to the essential criteria in the person specification.

2. Shortlist

A panel, including the hiring manager, will then assess the applications and select those demonstrating the best fit with the role by considering the evidence you have provided against the criteria set out in the Person Specification section of this pack. Failure to address any or all of these may affect your application.

3. Interview

Shortlisted candidates will be invited to attend a panel interview in order to have a more in-depth discussion of your previous experience and professional competence in relation to the criteria set out in the Person Specification. This will be either virtual (via Microsoft Teams) or face to face interview – details of which will be confirmed nearer the time.

After interview, the shortlisted candidates will also be invited to meet with the Permanent Secretary as the final part of the selection process.

4. Selection and Feedback

Regardless of the outcome, we will notify all candidates as soon as possible, and will offer the opportunity to discuss feedback for all candidates who reached interview.

Selection Process

Reasonable adjustments

At DWP we value diversity and inclusion and actively encourage and welcome applications from everyone, including those that are underrepresented in our workforce.

We consider visible and non-visible disabilities, neurodiversity or learning differences, chronic medical conditions, or mental ill health. Examples include dyslexia, epilepsy, autism, chronic fatigue, or schizophrenia.

If you need a change to be made to the afore-mentioned process so that you can make your application, you should let WIG know as soon as possible before the closing date to discuss your needs.

FAQs 1

Is this secondment suitable for part-time working?

Flexible working arrangements are welcomed and will be considered. You should discuss your needs with the hiring manager if you are invited to interview.

Does this role have an assignment duration?

This role is a secondment opportunity for 12 months, with potential to extend by mutual consent.

Will the role involve travel?

Some travel is likely to be required for this role.

Can I claim back any expenses incurred during the recruitment process?

No. Unfortunately, we will not be able to reimburse you, except in exceptional circumstances and only when agreed in advance.

What should I do if I think that I have a conflict of interest?

Candidates must note the requirement to declare any interests that might cause questions to be raised about their approach to the business of the department. If you believe that you may have a conflict of interest, please contact WIG before submitting your application.

Will I need to go through security clearance?

Yes the successful secondee will be required to complete security checks.

Will I stay on my home organisation's payroll and terms and conditions?

Yes, we will develop a secondment agreement before you start outlining this and other relevant details.



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**Thank you for
your interest in
this role**

This is an amazing opportunity for you to become our next leader in DWP. If you are passionate about making a sustainable and positive impact to people's lives, we'd love to hear from you.