



Director of Finance (Section 151 Officer)

Application pack

June 2025



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South & East Lincolnshire Councils Partnership

## A message from our Chief Executive

Thank you for your interest in the role of Director of Finance—a pivotal leadership opportunity at the heart of the South & East Lincolnshire Councils Partnership.

This is a truly exciting time to join us. As the largest district council partnership in the country, we are redefining what local government collaboration can achieve. Our partnership—bringing together Boston Borough Council, East Lindsey District Council, and South Holland District Council—is built on a shared vision: to deliver more for our communities by working smarter, bolder, and together.

We are proud of our track record in securing significant external investment and delivering high-impact projects that are transforming our towns and rural areas. From economic regeneration and climate resilience to digital innovation and community wellbeing, our ambitions are matched by action.

At a senior level, our culture is one of trust, empowerment, and shared purpose. We are values-led and people-focused, and we believe in creating the conditions for talented leaders to thrive. As Director of Finance, you will be a key architect of our financial strategy—shaping the future of services and investment across a diverse and dynamic region.

This is more than a finance role. It's a chance to be part of something bigger: to help level up our communities and unlock potential. If you are inspired by challenge, driven by purpose, and ready to lead with impact, we would be delighted to hear from you.



**Rob Barlow**

Chief Executive – South & East Lincolnshire Partnership



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South & East Lincolnshire Councils Partnership

# The South & East Lincolnshire Partnership

Since forming in October 2021, the South & East Lincolnshire Councils Partnership has been focused on delivering quality services, opportunities, investment and value for our residents, businesses, partners, and employees.

The Partnership, which is the largest of its kind in the country, is made up of Boston Borough Council, East Lindsey District Council and South Holland District Council, with around 1,000 members of staff and over 120 elected members serving over 300,000 residents across 1,112 square miles in total.

## Our Growth

The key aim of the Partnership is to deliver growth and regeneration to the area, to seek greater access to vital Government funding and to find a position where it can identify and secure new investment into the sub-region, which is often viewed as being left behind for these transformative sums of money.

Using a strong and united collective voice, the Partnership wants to build a reputation nationally and internationally as a trustworthy, open and innovative organisation, with a reputation for being able to deliver ambitious, large scale capital projects and to be a frontrunner around subjects like energy production, manufacturing and service delivery.

The Partnership also prides itself on working closely with its existing businesses, helping advocate for their needs and concerns, facilitate them being able to access support and funding and promoting the unique local offers and products they provide.

## Our Services

As well as introducing and enabling new investment, the Partnership is also focused upon offering our residents and businesses the best value for money possible from its existing services and delivery, creating new financial opportunities through partnership working and the use of integrated collective services and a shared senior management team.

Working as a larger team also enables the Partnership to offer an improved direct service to our residents, aiming to deliver a better quality of life and access to experiences and opportunities. This is possible by identifying and replicating best practice already in place at the individual councils, and exploring new ways of working that may have been out of reach without a collaborative approach.

Despite this, each council still maintains individual democratic sovereignty and accountability to their local areas, and ensures that this 'local service' to residents, businesses and elected members remains in place. The Partnership will seek to use simple, plain English with residents to make it clear what decisions are being taken and the reasons behind them.



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## Our Workforce

The Partnership is committed to improving the offer to its workforce and the recruitment and retention of staff, prioritising the need to attract talent and to retain its existing talent. This is achieved through investment in workforce development, encouraging staff engagement, supporting individual and team training, enabling colleagues to achieve a good work / life balance and providing access to succession planning and leadership opportunities.

## Our Voice

It is also crucial that the Partnership uses its combined voice and representation to look to have a greater influence on future policy direction, and to impact outcomes that make the biggest difference for its local communities and businesses.

The Partnership enables all three councils to position themselves well for the future, putting it in a strong position to respond and adapt to the Government's Levelling Up agenda as well as any structural reform or devolution offers that may affect Greater Lincolnshire in the future, ensuring a case is put forward that has the best interests of local residents and businesses at its heart.

## Our Achievements

In July 2022, the partnership won the Public/Public award at the prestigious Local Government Chronicle (LGC) Awards. The judging panel was impressed by the Partnership's ability to "demonstrate tangible improvements to local communities with a clearly articulated ambition for the future, despite being a relatively new partnership". The Partnership Councils were also acknowledged for their significant work in bringing the three councils to work together cohesively in a such short amount of time.

This year, the Partnership has been shortlisted for more awards including the LGC Workforce awards for our Future Leaders Programme which was shortlisted under 'Best Retention Strategy'. The Partnership's Sustainable Warmth grants programme were finalists in the Best Housing, Regeneration or New Build initiative category in the Association for Public Service Excellence Service Awards 2023.

## Benefits and Salary

Salary on pay range £108,657-£134,787 per annum

Annual leave commencing at 33 days and rising to 36 days after 10 years

Private Medical Insurance

Agile and Hybrid working

Salary Sacrifice Car Lease Scheme

Cycle to work schemes

LGPS Pension



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## HOW WE WORK AS ONE TEAM TO BE THE BEST FOR OUR PLACE AND PEOPLE

### THE WAY I WORK

<p>I acknowledge and respect others' views, constructively sharing my own.</p> <p>I encourage everyone to be open and honest.</p> <p>I act with integrity, treating others as I would want to be treated myself.</p> <p>I do what I say I am going to do.</p> <p>I am confident to make decisions, taking timely and appropriate action.</p> <p>I actively listen to ensure I understand.</p>	<p>I work efficiently to meet deadlines and performance standards.</p> <p>I agree with people what they can expect and work to achieve this.</p> <p>I reflect and learn from things that go well and don't go well.</p> <p>I am flexible, exploring and implementing better ways of doing things.</p> <p>I use data and insight to inform my work.</p> <p>I am responsive and willing to go the extra mile.</p>	<p>I work collaboratively, engaging and supporting others.</p> <p>I build and sustain good working relationships.</p> <p>I share knowledge and experience to inform and deliver the best solution.</p> <p>I am committed to developing myself and others.</p> <p>I communicate clearly in a helpful, constructive, and empathetic way.</p> <p>I work positively with other teams to achieve the greatest outcome.</p>	<p>I take responsibility for my actions and decisions.</p> <p>I am curious and embrace new ideas and change.</p> <p>I understand our vision and am passionate about my part in achieving it.</p> <p>I am motivated to develop our services for the place and people we serve.</p> <p>I take pride in my work and celebrate our successes.</p> <p>I actively keep myself up to date and informed.</p>	<p>I am kind, making sure people feel supported and appreciated.</p> <p>I treat others as I would want to be treated myself.</p> <p>I value my wellbeing and the wellbeing of others.</p> <p>I comply with health and safety, making sure our workspace is safe.</p> <p>I am inclusive, promoting equality, respecting, and valuing diversity.</p> <p>I am welcoming, approachable, and friendly.</p>
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### THE WAY I LEAD

<p>I am an authentic role model, building the respect of others.</p> <p>I empower everyone to work in the most effective way, trusting in their ability to deliver.</p> <p>I encourage people to speak with confidence, ensuring they feel supported to be honest.</p>	<p>I am solution focussed, promoting innovation and creativity in others.</p> <p>I set clear priorities and constructively challenge until they are achieved.</p> <p>I inspire my team to challenge how we do things, simplifying, refining, and adapting leading practice to the circumstances.</p>	<p>I encourage individuals and teams to work, learn and deliver together.</p> <p>I support and coach people, adapting my style to develop themselves and others.</p> <p>I am committed to working in partnership and actively encourage others to do the same.</p>	<p>I am committed to ensuring we set and achieve our vision and future plans.</p> <p>I engage with our stakeholders to consider how we will meet their needs.</p> <p>I am future orientated, regularly reviewing and learning new ways of doing things.</p>	<p>I ensure everyone supports each other to achieve their full potential,</p> <p>I am approachable, valuing everyone and always seek differing perspectives.</p> <p>I treat everyone as individuals, actively promoting wellbeing and flexible working.</p>
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## Living and working in Lincolnshire

Lincolnshire a county in the East Midlands and Yorkshire and the Humber regions of England. Traditionally the area relied on agriculture for its trade and although it now has a far more diverse range of industries, it still has strong links with agriculture and horticulture. Towns and communities have grown to service this successful mix of businesses and tourism with 4.48million people visiting East Lindsey in 2022.

The quality of life in Lincolnshire is outstanding. Well-established grammar schools, primary and secondary schools, good road and rail links to both the south and the north and easy access to the east coast resorts of Mablethorpe and Skegness; Norfolk and Lincolnshire, South Lincolnshire.

The partnership has offices in 3 locations, with many other facilities we operate out of or deliver services through 3rd partner parties. Our 3 main hubs are Boston, Spalding and Horncastle.

Boston with its historic buildings and dramatic coastline, this east Lincolnshire market town has plenty of things to do and is ideally located just a short drive from Skegness and equidistant from Lincolnshire's Southern Countryside, Lincolnshire Wolds and Lincoln. Boston is well connected to surrounding towns and cities by road and rail and with scenic Lincolnshire coast and countryside on the doorstep and the town's great leisure facilities it is a great place to live. The surrounding villages are also popular thanks to friendly communities, low crime rates and good schools. When it comes to

schools, Boston is in the catchment area for a good range of institutions. The impressive Boston Market dates back to the 12th century and there are a good mix of independent and high street shops; along with lots of accessible attractions for those interested in outdoor pursuits, or culture.

Spalding is a bustling Georgian Market Town set around the picturesque River Welland and situated within the South Lincolnshire Fens. It is the largest town within the South Holland district with Holbeach, Long Sutton, Crowland and Sutton Bridge being the other main towns. Known as The Heart of the Fens, Spalding is famous as a centre of the bulb industry, and has close links with the Netherlands, Spalding is perfect for exploring on foot. The council owned impressive Grade I listed Ayscoughfee Hall Museum & Gardens in Churchgate and the fascinating Chain Bridge Forge in High Street are a short stroll from the town centre. Other notable attractions at Spalding include the South Holland Centre, a busy arts centre, theatre, cinema and venue. Modern Spalding is a vibrant and easily accessible town offering over 200 shops and businesses with a natural blend of local independent and major national outlets. And just out of town a popular shopping area is Springfields Outlet Shopping Centre.

Horncastle – location for our modern purpose built 'partnership hub' offices, opened in January 2023. Horncastle sits at the heart of Lincolnshire, halfway between the cathedral city of Lincoln and the county's famous sandy beaches. Known as the 'gateway to the Lincolnshire Wolds', Horncastle is surrounded by countryside recognised for its outstanding natural beauty. An historic town full of character with roots in Roman times and with lots more to discover. Horncastle is also a hotspot for antiques and artisan shops as well as galleries, award winning coffee houses, restaurants and cosy traditional pubs. In 2021 Horncastle came out on top of the places rated in our county, and was listed among the top eight per cent of places to buy a home in the entire country.



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