

Strategic Programme Manager

- Service area: Strategy and Programmes
- Grade: PO9
- Reports to: Programme Director, Enabling Change
- Direct reports: None (matrix management)
- Your team: Enabling Change

Our mission

We are determined to create a more equal Islington, where everyone who lives here has an equal chance to thrive.

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out 'CARE', which is what we think public service is all about.

Overview of the role

This is a key role in leading delivery of our change programme that spans the whole organisation. The role requires strong leadership, stakeholder engagement, and programme management expertise to drive successful outcomes operating in a matrix management environment and heavy emphasis on collaboration and influence across multiple workstreams.

The Strategic Programme Manager is responsible for the end-to-end delivery of a complex programme of work, ensuring alignment with strategic objectives and realisation of benefits.

Success in this role will be measured by the benefits delivered for residents, the achievement of strategic objectives, and the embedding of a culture of improvement across the organisation.

Key responsibilities

- Lead the planning, execution, and delivery of the programme, ensuring it meets time, cost, quality, and benefit targets.
- Develop and maintain the programme roadmap, delivery plan, and risk management approach.
- Coordinate cross-functional teams and manage interdependencies between projects and workstreams.

- Lead the creation of robust business cases for strategic initiatives, ensuring alignment with organisational objectives and benefits realisation.
- Provide clear leadership and direction to project managers, business analysts, and delivery teams.
- Engage and influence senior stakeholders, including directors and external partners, to ensure alignment and support.
- Act as a member of a centre of excellence and identify and manage interdependencies across strategic programmes as required
- Monitor and report on programme performance, escalating risks and issues as appropriate.
- Ensure robust governance is in place, including reporting to programme boards and steering groups.
- Champion change management and ensure effective communication and engagement with impacted stakeholders.
- Embed a culture of continuous improvement, innovation, and learning within the programme team.
- Any additional duties consistent with the grade and level of responsibility of this position, for which the holder possesses the required experience and/or training.

Key skills

- Proven experience delivering transformation programmes in complex organisations.
- Strong programme management and matrix management skills
- Strong financial acumen with experience managing multi-million-pound budgets.
- Excellent stakeholder engagement and communication skills.
- Familiarity with change management methodologies (e.g., Prosci, Kotter).
- Professional certifications (e.g., MSP, PRINCE2, Agile) desirable.

Budget management

- Full accountability for programme budget, including planning, monitoring, and reporting.
- Ensure compliance with corporate financial policies and governance standards.

Compliance

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety, Employee Code of Conduct and in areas of your specialism identifying opportunities and risks and escalating where appropriate.

Workstyle

Roaming (High presence, three to four days a week)

- Colleagues whose activities are a mix of remote and onsite work and/or meetings with third parties and partners, going on site visits, and partner/resident engagement.

Person specification

You should demonstrate on your application form how you meet the criteria. Please ensure you address all the criteria as this will be used to assess your suitability for the post.

Essential criteria

Experience

| Essential criteria | Criteria description | Assessed by |
|--------------------|--|---------------------------|
| E1 | Extensive and proven experience as a Strategic Programme Manager with accountability for successful programme definition, implementation, benefits realisation and project delivery across range of disciplines within a complex change environment across a range of stakeholders | Application/ Interview |
| E2 | Extensive experience of the design and execution of change programmes and projects linked to business strategy and organisational vision. | Application/ Interview |
| E3 | Extensive experience of working at a strategic level with key stakeholders, navigating top level organisational politics with evidence of managing by influence to achieve successful outcomes to complex business problems | Application/ Interview |
| E4 | Experience of financial budgeting, planning, forecasting, analytics and management reporting across complex portfolios, programmes and projects. | Application/ Interview |
| E5 | Considerable experience of building, leading, and motivating individuals and teams including staff recruitment and performance management (both direct reports and matrix aligned staff | Application/ Interview |
| E6 | Experience of implementing continual professional development and training programmes for programme and project managers across differing levels of experience and expertise. | Application/ Interview |

Skills

| Essential criteria | Criteria description | Assessed by |
|--------------------|--|---------------------------|
| E7 | Demonstrate strong influencing skills, showing drive, tenacity, resilience and sound judgement | Application/ Interview |
| E8 | Strong interpersonal and negotiation skills with ability to build credibility and confidence in order to persuade and influence key stakeholders, whilst working in a matrix management environment. | Application/ Interview |

| Essential criteria | Criteria description | Assessed by |
|--------------------|--|---------------------------|
| E9 | Ability to focus on quality and results whilst driving the delivery of programmes and projects within a pressurised environment with the ability to confidently support, assure and challenge with ease whilst maintaining good working relationships. | Application/ Interview |
| E10 | Excellent time management skills and ability to work proactively with minimal day to day supervision. | Application/ Interview |

Our accreditations



Our accreditations include: The Mayor's Good Work Standard, Disability Confident Employer, London Living Wage Employer, Stonewall Diversity Champion, and Employer with Heart.