

Job Profile

LGR Portfolio Director

Grade: Reward Band 8

Date created: Nov 2025

About the Job

The Portfolio Director for Local Government Reorganisation (LGR) will provide strategic leadership and oversight for the successful delivery of the LGR portfolio, ensuring the effective delivery of MHCLG's decision for reorganisation options in Gloucestershire. The role is pivotal in shaping and implementing the vision, governance, and delivery of all LGR-related programmes and projects, ensuring alignment with strategic objectives, maximising value, and managing risk across the portfolio. The Portfolio Director will engage with senior stakeholders, programme teams, elected members, and external partners to drive forward activities and provide critical assurance on delivery in line with the implementation plan and outcomes (financial and non-financial). The Portfolio Director will have line management responsibilities to Gloucestershire County Council's Chief Executive and be providing the Portfolio Board and Gloucestershire political leaders with assurance on overall delivery progress and outcomes.

This role will be hosted by Gloucestershire County Council but will be working on Gloucestershire's shared LGR Portfolio Team on behalf of all of the local authorities in Gloucestershire

This is what we need you to do...

- Lead and manage the strategic planning, prioritisation, and delivery of the LGR portfolio, ensuring alignment with the direction set nationally by MHCLG and locally by elected members and senior officers.
- Overall responsibility for enabling a smooth mobilisation of the LGR portfolio and leading all seven councils through transition up until vesting day and the immediate post vesting day stabilisation period.
- Represent the council at regional and national forums, promoting the interests of the new authority(ies) and securing external funding and support where possible.
- Establish and oversee the running of robust governance frameworks, reporting mechanisms, and assurance processes for all LGR programmes and projects (supported by the LGR Portfolio Manager).

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- Co-ordinate the integration of services, systems and culture across different local authorities, ensuring timelines, budgets, risks and resources are managed effectively.
- Report to the joint LGR Portfolio Board which will constitute of all seven Gloucestershire Chief Executive Officers.
- Provide strategic advice, constructive challenge and recommendations to elected members, the LGR Portfolio Board and Programme Leads to drive forward LGR delivery in line with the overall portfolio aims.
- Oversee a high-performing Portfolio and Programme Management team, fostering a culture of collaboration, innovation, and continuous improvement, whilst advocating for change (*Note day-to-day line management of the Portfolio and Programme Management Team will be the responsibility of the Portfolio Manager*).
- Build and manage relationships with national, regional and local stakeholders and partners to ensure alignment of the portfolio across local and national partners.
- Ensure overall effective resource allocation, benefits realisation, and value for money across all LGR activities including overseeing spend against the agreed budget envelope and profile (with oversight from the LGR Portfolio Board).

- Provide challenge where behaviours / ways of working are not in line with agreed ways of working principles for the portfolio.
- Act as a final point of escalation prior to LGR Portfolio Board for strategic risks and issues which need to be managed, proactively flagging these to the Portfolio Board where required.
- The role is politically restricted and subject to background checks.

Special Conditions

- The role may require frequent travel across Gloucestershire and occasional national travel (e.g. to support with engagement activities).
- Attendance at evening meetings and events will be required as appropriate e.g. for member briefing sessions.
- The postholder will be expected to work flexibly to meet the demands of the portfolio, including periods of high intensity around key milestones.

Monitoring and ongoing development of outcomes

As part of the annual appraisal, outcome-based targets will be developed in conjunction with the post holder and will supplement this job profile. The job profile will be subject to regular review and the Council reserves its right to amend or add to the accountabilities listed above.

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The ideal candidate will have...

Experience

- Significant experience in leading large-scale, complex transformation programmes and complex change, ideally within local government or the wider public sector.
- Proven track record of portfolio management, governance, and benefits realisation in a multi-stakeholder environment.
- Experience of managing organisational change, integration, and cultural transformation.
- Demonstrable success in building and leading high-performing teams, setting a clear vision and inspiring others to achieve it.
- Experience of previous Local Government Reorganisation desirable (but not an essential for applicants if they have other transferable experience of large-scale complex transformation programmes).

Behavioural attributes

- Aligns with Gloucestershire Employee Values and behaviours which are available on our [website](#)
- Our values are Accountability, Integrity, Empowerment, Respect and Excellence

Knowledge, Skills and Understanding

- Strong strategic, analytical, and financial acumen.
- Excellent communication skills, including stakeholder engagement, negotiation, and influencing skills.
- Experienced at working in a fast-paced political environment to deliver change at scale and pace.
- Able to operate effectively at all levels of the organisation including senior leadership and front-line colleagues
- High level of resilience, adaptability, and problem-solving ability.
- Skilled in risk management, resource planning, and performance tracking.
- Knowledge of local government structures, statutory frameworks, and the challenges of LGR is essential and required.
- Understanding of portfolio, programme, and project management methodologies to support guiding a complex LGR portfolio.

Education & Qualifications

- Post-graduate qualification, or equivalent.

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