

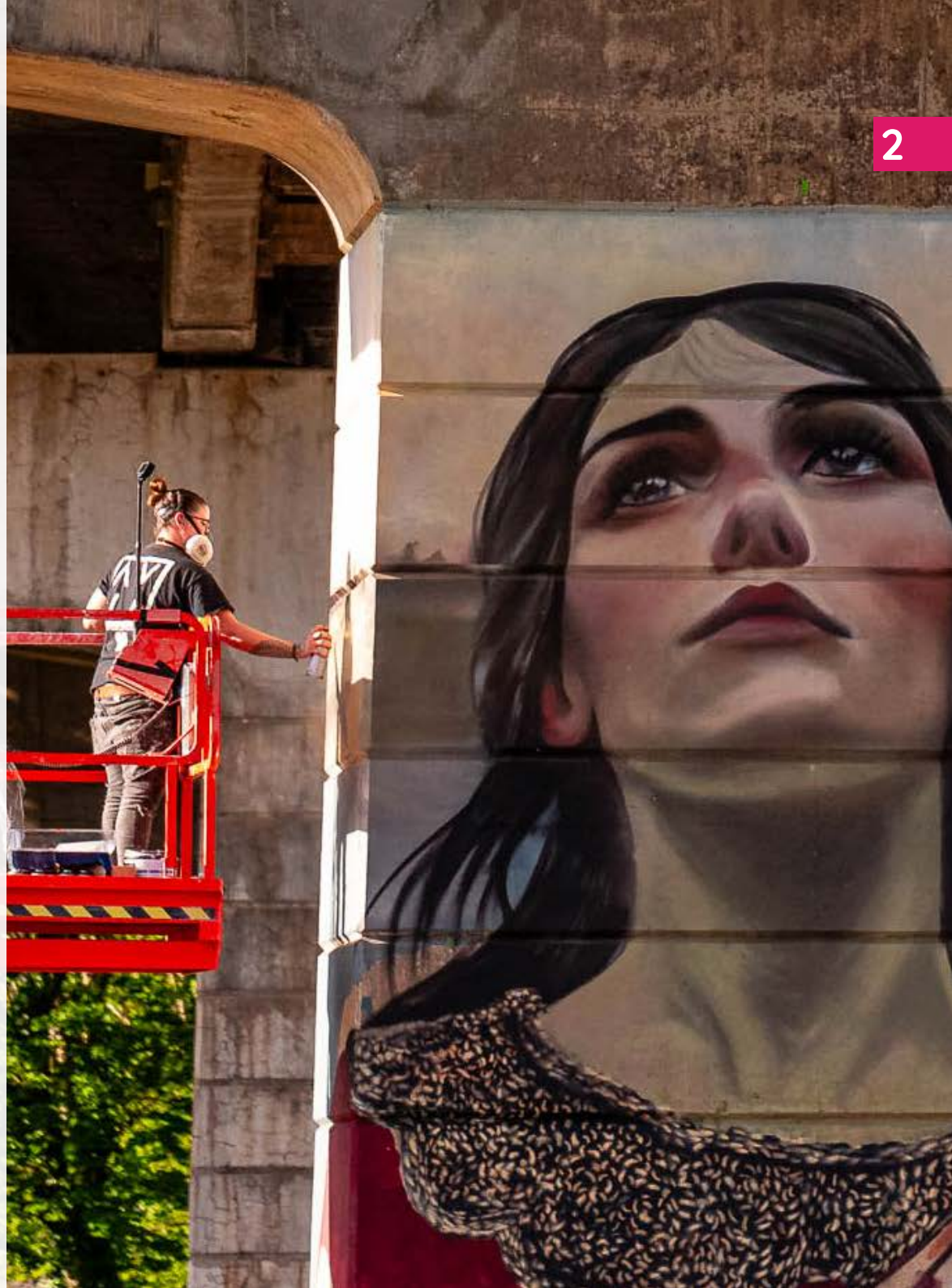


Inspire. Drive. Thrive.

Halton Borough Council:
Chief Executive Recruitment Pack

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A warm welcome:

message from our Leader

Thank you for your interest and taking the time to explore this exciting leadership opportunity with Halton Borough Council.

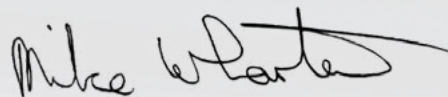
We are looking for an exceptional Chief Executive to lead our organisation into its next chapter of growth, innovation, and cultural transformation.

This is a rare opportunity for a visionary leader with a strong corporate background to make a lasting impact—someone who not only understands the mechanics of high-performing organisations and the complexities of local government, but also has the courage and conviction to drive meaningful change.

Our ideal candidate is a forward thinker—always one step ahead, anticipating challenges before they arise and turning them into opportunities. They are persuasive and inspiring, able to bring people with them on a journey of transformation, and skilled at embedding a culture that reflects our values and ambitions.

We are not looking for a short-term fix. We are looking for an inspiring leader who is in it for the long haul—committed to building something enduring, with the resilience and strategic foresight to navigate complexity and lead with clarity.

If your primary goal is to secure a role as a chief executive, we might not be the right fit. But, if you're passionate about leading Halton Borough Council and you're ready to shape the future of an organisation with purpose and ambition, we would love to hear from you.



Councillor Mike Wharton
Leader of the Council



Shaping the Future Together:

about us

Halton is a vibrant and ambitious place to live and work. As one of the largest employers in the borough, we are proud to have a dedicated workforce of over 2,300 professionals delivering a wide range of essential services across Runcorn, Widnes, Hale Village, Sandymoor, and Daresbury.

With a population of over 128,000, many of our employees also call Halton home. This deep-rooted connection enables us to work in close partnership with our communities, ensuring our services are responsive, inclusive, and impactful.

As a unitary authority, Halton Borough Council is uniquely positioned to drive meaningful change.

Our Big Conversation was a landmark initiative that brought together voices from across Halton to shape a shared vision and led to our [Corporate plan](#) which outlines bold priorities and ambitions that reflect our commitment to delivering exceptional outcomes for our residents, businesses, and communities.



Shaping the Future Together:

our values

Our values – shaped by our people – define who we are and guide how we work. They reflect a culture of accountability, integrity, innovation, and collaboration, and are central to our mission of attracting and developing talented individuals who share our vision.

Together the Corporate Plan and Values Framework, underpin our strategic direction.

We recognise the challenges facing local government but we also see these challenges as opportunities to innovate, transform, and lead.

We are moving beyond traditional models, embracing a collaborative approach with businesses, partners, and residents to co-create solutions that are sustainable, resilient and effective.



Values framework



Corporate plan priorities

Shaping the Future Together:

Through a programme of transformation, we are reimagining how we work – using robust evidence to make decisions; harnessing technology and seeking out best practice; empowering and encouraging our communities to be more independent; and fostering a culture of continuous improvement. This is more than a change programme; it's a movement to Reimagine Halton.

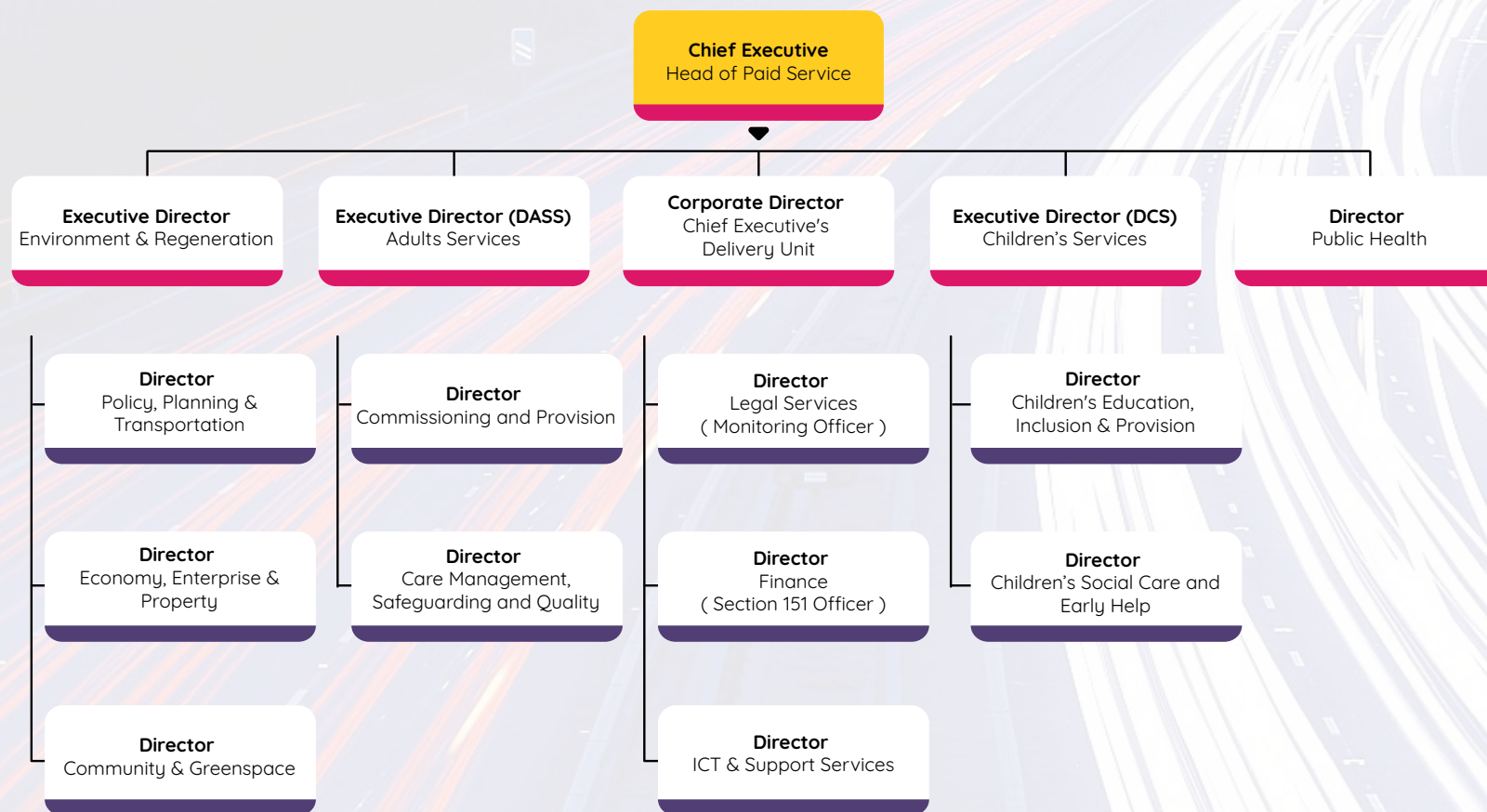
Every member of our organisation – from Elected Members to Council officers – plays a vital role in this journey.

**Together, we are
building a future where
Halton thrives.**



Shaping the Future Together:

senior leadership structure



Delivering shared aspirations: our partners

We believe that meaningful progress is achieved not in isolation, but through strong, purposeful partnerships, as part of a network of passionate professionals who are committed to making a difference—together.

These partnerships are built on trust, mutual respect, and a shared vision for positive impact.

Whether it's delivering community initiatives, shaping policy, or driving innovation, our collaborative approach ensures that we remain responsive, inclusive, and effective in everything we do.

Halton is part of the [Liverpool City Region Combined Authority](#) – which brings together the region's six councils to tackle the big issues that matter to us all.

The combined authority has taken powers and funding from the national government through a 'devolution' deal. This means that we can take decisions and make investments locally, where we know what our region needs.

Through the Combined Authority, we work together to make investments in areas that have a real impact on our communities, like transport, employment and skills, culture, digital and housing – in Halton, £18.2m has been invested into the Runcorn Station Quarter, improving connectivity, accessibility and the public realm and more than £22m for new active travel infrastructure, supporting housebuilding and employment in the borough.

The Council is part of the One Halton place-based partnership, one of nine places where [NHS Cheshire and Merseyside](#) – the integrated care board (ICB) for the region – is responsible for planning NHS services.

Halton is served by the [Cheshire Police](#) and [Cheshire Fire and Rescue Service](#), and forms part of Cheshire for ceremonial purposes.



Driving change with purpose and impact:

the role profile

Educated to Degree level or equivalent standard of general education that may include an honours degree or postgraduate qualification, you will have evidence of continued professional development in a senior public sector role.

A recognised management qualification, e.g. MBA is desirable.

In addition you will have:

- Substantial and consistent leadership and managerial achievement at senior level in a local authority, or comparable organisation.
- Experience of preparing, managing and controlling complex budgets and of the deployment of resources to achieve corporate objectives.
- Demonstrable experience of leading major organisational and cultural change through origin to delivery and beyond.
- Evidence of improving performance, delivering positive outcomes and establishing and maintaining a strong performance culture to add value.
- Successful track record of effective partnership working and networking with key stakeholders.
- Experience of successfully managing issues that attract a high level of media attention.
- Evidence of leading and delivering a range of high-level projects to the benefit of local communities.
- An understanding of the statutory role of local authorities and of national and regional policy issues which relate to local government, with experience of developing strategies and solutions to address these effectively.
- Thorough knowledge and understanding of relevant legislation, national policy issues and best practice.
- Knowledge of strategic and corporate management with a detailed understanding of the public sector at local, sub-regional, regional and national levels, including the modernisation agenda.
- Clear and contemporary understanding of the political context at national, regional and sub-regional levels.
- Understanding and evidence of role modelling equality of opportunity and fairness.

- The ability to maintain a strategic overview while providing oversight of operational delivery.
- Effective communication, negotiation skills and the ability to influence outcomes through reasoning and persuasion.
- The ability to analyse situations, assess risk and make sound decisions with broad political judgement and sensitivity at local, sub-regional, regional and national levels.
- Strong analytical skills, with the ability to focus, co-ordinate, implement and monitor effective corporate strategies that deliver results.
- The ability to gain the confidence of elected Members, colleagues and partners, building sustainable and productive relationships with enhanced interpersonal skills to operate with sensitivity, engaging Members, staff, partners, business leaders, community and voluntary sector stakeholders, residents and visitors.
- Ability to deal with complex, contentious and confidential issues, demonstrating awareness and understanding of relevant policies, protocols and statutory requirements.
- Ability to coach and mentor colleagues and peers, both inside and outside of the organisation, to promote excellence in the delivery of public services.

This post is Politically Restricted in accordance with the Local Government and Housing Act 1989 (as amended).

This post is required to participate in the Council's incident manager rota and may be called in to assist during an emergency situation when an incident is declared.

As this role involves regular travel across the borough and sometimes further afield, a driving licence and access to a vehicle are essential requirements. Where appropriate, reasonable adjustments will be made in accordance with the provisions of the Equality Act.

The Council and its schools are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff, workers and volunteers to share its commitment.

Value beyond the role:

salary and benefits

CHIEF EXECUTIVE SALARY GRADE: Chief Executive - JNC
Salary: £172,900 – £186,038

WORKING AT HALTON

All our colleagues at Halton have made a positive commitment to delivering great outcomes for our communities. Whoever joins us will share that passion for outstanding service, and strongly align with the values which define our workplace culture:

- **Working Together** – building fantastic relationships with colleagues and customers
- **Continuous Improvement** – keeping great service delivery at the heart of everything we do
- **Personal Growth** – learning, growing and developing ourselves
- **Accountability** – doing what we say we are going to do
- **Inspiring Leadership** – positive roles models and leading by example

To read more about our values, click [HERE](#)

We are immensely proud that when asked what's great about working for Halton, the most popular response from our workforce has been 'our colleagues'.

Aside from working with a great team, our employees have access to a fantastic range of benefits, including:

- A generous annual holiday allowance of 44 days per year (including bank holidays) for this role
- Membership of our defined benefit, salary-linked pension scheme with generous Employer Contributions
- 3 x Salary Life Cover via Local Government Pension Scheme
- Investment in your personal development
- Free car parking at HBC sites
- Flexible / hybrid working arrangements available
- Extensive employee benefits platform including discounted shopping, car leasing, gym memberships, wellbeing hub and Employee Assistance Programme.
- Essential Monthly Car User Allowance

For further information about all the benefits we offer, please click [HERE](#)

From application to appointment: our recruitment timeline

Closing date for applications

Sunday 5 October 2025



Candidates assessment centre

All Day

Thursday 23 October 2025
& Friday 24 October 2025



Appointment Committee final interviews
(shortlisted candidates only)

Thursday 27 November 2025

Want to know more?

At Halton Borough Council, we want all of our candidates to feel well-informed so if you are ready to take on one of the most rewarding leadership roles in local government, and help shape the next chapter of Halton's story – we'd love to hear from you.

For a confidential discussion with a Penna consultant please contact:

Pete John on 07701 305617 or Pete.john@penna.com

Julie Towers on 07764 791736 or Julie.towers@penna.com

Or alternatively speak to

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www.haltoncouncilcareers.co.uk



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