

These are our **expectations** of a **Salford manager**



Shaping leaders and driving change



Attract, recruit and induct

Help us to attract and recruit the best people and to ensure that they feel part of #TeamSalford from day one.

Understand and communicate key information

Understand the political context within which we work, be aware of corporate, directorate and team objectives and ensure people have the right information at the right time.

Role modelling our values

Pride, Passion, People, Personal Responsibility.

Manage performance well

Set clear expectations, celebrate successes where possible and challenge performance where needed.

Maintain your own professional development

Ensure that the knowledge and skills needed for your role and to lead your teams are kept up to date.

Empower and motivate others to develop

Nurturing the talent within your team and encouraging people to realise their potential.

Ensure that people are healthy, safe and secure

Support your team to be healthy, care for their wellbeing and make sure they are working in a safe and secure way.

Ensure we are a fair and inclusive organisation

Ensure that everyone has the same opportunities, celebrate the benefits of diversity and create spaces where people feel that they belong.

Deliver on time and on budget

Manage budgets in line with financial regulations, keeping within budget and on time.

Manage continuous improvement and change

Fostering new ideas and ways of working, implement improvement opportunities and lead the team through organisational change.

**#Leading
#Salford**



Salford City Council