

Curriculum Vitae – Joanne Turton

CAREER HISTORY

2009 – 2018 LANCASHIRE COUNTY COUNCIL

Chief Executive 2013 – 2018 (Interim Chief Executive Sept 2013 – Feb 2014)

- Recruitment, management and leadership of senior management team to deliver agreed corporate objectives
- Transformed the management culture from a silo based into a 'One Council' corporate culture
- Prioritised staff engagement and internal communications based on a revised set of values co-designed with staff and to which we are all held accountable
- Implemented a corporate communication strategy built on open and honest, face to face communication with me as the Chief Executive
- Introduced a council-wide approach to workforce planning which ensures consistency, transparency, diversity and fairness
- Reshaped the structure and size of the workforce, downsizing by 1,200 staff without a single grievance
- Introduced new ways of working which have ranged from radical transformation of Adult Services with external support to the introduction of pooled budget with health and the establishment of a volunteer based workforce for countryside services
- Conducted a root and branch review of all aspects of finance delivering an organisational wide understanding of the resource position of LCC
- Reviewed and reshaped budget options with political approval and currently on target for 98% delivery of £200m budget reduction
- Built trust, belief and hope in the vision and narrative for the future shape and role of LCC amongst staff at all levels right across the council
- Re-energised LCC's approach to partnership working across the public and private sectors in Lancashire including developing and maintaining positive working relationships with the unions

Executive Director for the Environment 2009 – 2013

- Developed and implemented a clear vision and narrative about the future of the Directorate embraced by staff and politicians
- Transformed the culture of the Directorate from a technical, inwardly focussed one to one that was flexible, customer and outwardly focussed
- Created a 'can do' attitude within the Directorate focused on the provision of infrastructure to support growth that transformed the perception of private sector partners

- Built strong personal relationships with key partners nationally and locally enabling service delivery improvements despite financial constraints
- Introduced a Directorate wide approach to workforce planning ensuring consistency, transparency, diversity and fairness and enabling the recruitment of graduates and trainees to address issues of skills gaps and succession planning
- Significantly raised the level of political awareness and improved the mechanisms for political accountability for officers across the Directorate
- Responsible for delivery of LCC's Emergency Planning Service. With a number of high risk nuclear and chemical sites within Lancashire I have taken part, as member of Gold Command, in a number of LRF exercises.

2004 – 2009 SHROPSHIRE COUNTY COUNCIL

Assistant Chief Executive and Interim Director for the Environment

- Key member of the project board that took Shropshire into unitary status
- Led the unitary project team working on integrating the regulatory services of environmental health and trading standards
- Successfully took on the additional responsibilities of Director for the Environment alongside Assistant CEx duties in 2007
- Revised the strategy and re-focussed the work programme for organisation development and staff engagement for the Council
- Completely re-designed the performance management approach for the Council
- Led the project team that successfully took the Council through its Corporate Performance Assessment

1998 – 2004 AUDIT COMMISSION

Area Performance Lead

- Audit Commission lead on Corporate Performance Assessments for number of upper tier Councils
- Lead officer for Value for Money programme delivery for upper tier councils in the North West
- Designed and implemented new studies for local government and health service.

1989 – 1998 LIVERPOOL CITY COUNCIL

Policy and Performance Manager

- Developed and implemented the Council response to the Citizen's Charter.

Information and Communication Manager

1985 – 1989 MANCHESTER CITY COUNCIL

Housing Information Officer

Information Officer

ADDITIONAL INFORMATION

Qualifications

BA: English Literature

Lancashire Common Purpose – multi agency strategic leadership development course. Participant in 2012 and a regular contributor to subsequent courses.

Personal Details

Nationality: British

Driving Licence: Full

Interests: Keeping fit – keen walker including Nordic walking, Pilates
Cinema
Reading and member of local book club
Travel

References

Carolyn Downs
Chief Executive Brent Council
Brent House, 349-357 High Street, Wembley HA9 6AT
carolyn.downs@brent.gov.uk
[Chief Executive and line manager in Shropshire]

Jennifer Mein
Lancashire County Council
County Hall, Fishergate, Preston PR1 8XJ
Jennifer.Mein@lancashire.gov.uk
[Leader Lancashire County Council 2013 – 2017]