

## Head of High Value Residency Engagement

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**Department:** Economy

**Division:** Economy

**Reports to:** Group Director - Economy

**JE Ref:** ECON110

**Grade:** CS14

**JE Date:** 06/08/2020

### Job purpose

Lead and develop the Island's high value residency (HVR) programme.

### Job specific outcomes

1. Responsible for leading structured, robust and engaged activities for HVR relocations to Jersey. Consider the most effective mode(s) of marketing and engagement strategies, in order to secure interest in High Net Worth Individuals (HNWI) relocating to Jersey, thereby ensuring outcomes are appropriate, deliverable and informed.
2. Support high net worth individuals with their application for residency to the Government's Housing and Work Advisory Group (HAWAG). Ensure that applicants are akin with the reputational appetite of the island and complete thorough due diligence prior to recommending their application. HVR will be able to add to the social, reputational, business and/or community vibrancy of Jersey in order that their residency can be beneficial to the wider community.
3. Provide intellectual leadership to long, medium and short-term policy, strategy or strategic planning to meet the Council of Ministers objectives, the Government's strategic aims, and Jersey's obligations, in relation to HVR relocations to Jersey. Ensure that the policy, planning and legislative frameworks, support procedures and systems facilitate the relocation of new applicants remain effective and relevant. Work closely with partner departments so that relevant policy and law are appropriate, robust and achieve the intended outcomes.
4. As the government lead on HNWIs and the importance of HVR to Jersey, represent the government at meetings and in the media, where needed, on the 2(1)(e) consent within the Control of Housing and Work (Jersey) Law. Draft responses to all FOI, SAR, scrutiny and Ministerial requests for information regarding HVRs.
5. Participate in international or local discussions on HVR and Jersey's international positioning, developing appropriate networks and relationships to facilitate this process, both internally and externally.

6. Develop and maintain strong local business networks that will facilitate a smooth relocation of NHWI to Jersey. Take a proactive approach to assisting new residents with their relocation, settlement and relationship building within the Island.
7. Take a collaborative approach to supporting the priorities of the wider department and government. On occasion this may involve supporting Tier 1 colleague relocations as well as those associated with arm length organisations. Act as a Team Jersey role model at all times.

### Statutory responsibilities

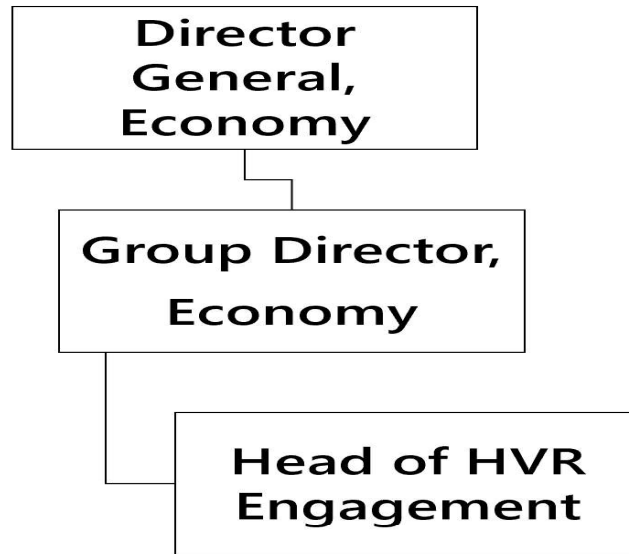
Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

- High Value Residency

### Organisational structure





## Person Specification

### Specific to the role

Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.

It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>Qualifications</b> Please state the level of education and professional qualifications and / or specific occupational training required.	A relevant degree in a business economics related subject.  Chartered membership of a relevant professional institution (e.g. Institute of Economic Development).  A recognised leadership qualification or equivalent experience gained during a significant management role.	Specialist training in media awareness and interviewing skills.  A project management qualification (e.g. PRINCE2)
<b>Knowledge</b> This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).	High commercial acumen, with an understanding of various approaches to ensure large scale programmes integrate to achieve greater economic and social value.  Demonstrable knowledge and understanding of the challenges that face Jersey for the future (alongside the policy and governance	Knowledge of subject-relevant law (including regulations, directives) and international agreements.

	<p>requirements across the public, private and voluntary sectors).</p> <p>Detailed understanding of the strategic, legislative and political frameworks of the Government of Jersey and ability to operate at the highest level within them.</p> <p>Understanding of organisational and culture change in the public sector.</p> <p>Ongoing Continuing Professional Development to remain up-to-date with the latest methodologies and industry research and best practice.</p> <p>Knowledge of managing a budget and business planning processes.</p> <p>Management reporting as it relates to this role. The Economic priorities, key objectives, risks and issues relevant to the department division and the role.</p> <p>Knowledge of the Government of Jersey or a comparable organisation and its strategy and functions.</p>	
<p><b>Technical / Work-based Skills</b> This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</p>	<p>Outstanding analytical, problem solving and strategic thinking skills.</p> <p>Strong information systems and technology skills.</p> <p>Demonstrable experience of working in a senior role, able to guide a team to develop robust policy options and negotiate competing stakeholder interests in a sensitive political environment.</p> <p>Exceptionally organised; able to deal with multiple competing priorities and a high workload.</p>	
<p><b>General Skills/Attributes</b> This relates to more general characteristics required to do the job effectively, e.g. effective</p>	<p>Strong relationship building skills.</p> <p>Good planning and organising skills so as to generate medium and long-term strategic plans for the relevant areas of responsibility.</p>	

<p>written communication skills, ability to delegate, motivation or commitment etc.</p>	<p>Ability to lead, motivate and manage teams to facilitate achievement of high delivery and performance and manage poor behaviour.</p> <p>Excellent verbal and written communication skills.</p> <p>Ability to produce written materials (e.g. letters, reports, discussion papers, proposals) to a high level for presentation to a variety of audiences.</p> <p>Ability to communicate confidently and effectively in media interviews when required.</p> <p>Ability to influence and persuade a wide range of stakeholders in and outside the department. Experience</p> <p>Excellent presentation and communication skills to communicate complex, sensitive or contentious information.</p> <p>Excellent writing skills; ability to create documents, communications materials and supporting government publications which explain complex issues clearly and simply.</p>	
<p><b>Experience</b> This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</p>	<p>Demonstrable and significant experience and knowledge in economic development</p> <p>Experience of working with and influence senior stakeholders and other senior leaders to deliver outcomes.</p> <p>Experience of operating successfully across the interpersonal, operational and strategic domains to deliver tangible outcomes in relation to economic and inward investment activity.</p>	

	<p>Senior leadership experience in a political setting and a proven track record of strong partnerships skills.</p> <p>Experience in delivery against budgets.</p> <p>A proven track record of achieving objectives on time.</p> <p>Experience of best practice within the area/s overseen as part of the remit of the role to make recommendations for change.</p>	
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### **Core Accountabilities, Attributes and Behaviour Indicators**

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the Government of Jersey tier 3 core accountabilities, attributes and behaviour indicators.

The standards relevant to this tier, identified in the States of Jersey core accountabilities attributes and behaviour indicators, are to be attached in a separate document.

This is a Tier 3 role.