



**West Midlands
Combined Authority**



CHIEF LEGAL & GOVERNANCE OFFICER

West Midlands Combined Authority

INFORMATION FOR CANDIDATES



Recruitment partner to West Midlands Combined Authority

Welcome from Tile Hill

Dear Candidate,

Thank you for your interest in the role of Chief Legal & Governance Officer with West Midlands Combined Authority. WMCA is entering one of the most significant periods of change in its development. As devolution accelerates, the Authority is taking on greater responsibilities spanning bus franchising, housing, regeneration, skills, employment, and police and fire functions. The decisions taken over the coming years will shape not only the West Midlands, but the future of devolution nationally.

As Chief Legal & Governance Officer you will sit at the heart of that journey. You will be a trusted partner to the Mayor, Chief Executive and Members, an independent guardian of lawful and transparent decision making, and a full member of the Executive Board, shaping corporate strategy alongside your statutory duties.

For a qualified legal professional with Monitoring Officer expertise, this is a rare opportunity to influence how a major combined authority evolves at a defining moment. You will help define the governance, culture and capability of a growing regional institution, building genuine national profile and leading across a wider Monitoring Officer community.

Tile Hill is proud to be supporting this appointment. We are committed to a high quality, inclusive process and to supporting every candidate throughout. If you are motivated by purpose, complexity and the chance to influence outcomes at scale, I would encourage you to consider this role.

Yours sincerely,



Mark Bearn
Associate Director, Tile Hill
T 07747 181 490
mark.bearn@tile-hill.co.uk

The Opportunity

West Midlands Combined Authority is seeking a Chief Legal & Governance Officer to play a pivotal leadership role at the heart of one of the UK's most significant devolution programmes.

This is a high-profile Executive Board role, combining statutory responsibility as Monitoring Officer with wider strategic leadership across governance, legal services, audit and assurance.

You will work closely with the Mayor, Chief Executive, Members and senior leaders to support effective decision making, ensure robust governance, and help shape the future direction of the Authority as its responsibilities continue to grow.

The role offers the opportunity to

- Influence the strategic direction of one of England's largest combined authorities
- Operate across a complex and evolving political and governance environment
- Lead governance, legal and assurance arrangements for a growing regional institution
- Contribute directly to decisions that affect communities across the West Midlands
- Help shape the future development of devolution nationally

About West Midlands Combined Authority

WMCA brings together local authorities, businesses and partners from across the region to drive economic growth, improve public services and deliver better outcomes for residents.

Led by the Mayor and working alongside constituent councils, government departments and regional partners, WMCA is responsible for a wide range of services and investments spanning transport, housing and regeneration, skills, employment and economic development.

As devolution continues to evolve, the Authority is taking on greater responsibilities and developing new ways of delivering services, creating both significant opportunity and increasing organisational complexity.

Why this role matters now

The Chief Legal & Governance Officer role sits at the centre of a period of significant organisational and regional change. Key themes shaping the role include:

- Expansion of devolved powers and responsibilities
- New governance, investment and delivery arrangements
- The transfer of additional public service functions
- Growth in WMCA's group and partnership structures
- Transformation of the legal and governance function
- Increasing national focus on regional governance and devolution

The Role

The Chief Legal & Governance Officer is a member of WMCA's Executive Board, responsible for providing strategic legal, governance and assurance leadership across the Authority. The role combines statutory responsibilities with broader organisational leadership and requires the ability to operate effectively within complex political and stakeholder environments.

Strategic leadership

- Contributing to organisational strategy and Executive Board leadership
- Supporting major transformation and devolution programmes
- Providing advice on complex strategic and governance matters

Legal and governance leadership

- Acting as WMCA's statutory Monitoring Officer
- Providing legal and governance advice to the Mayor, Members and senior leaders
- Ensuring lawful, transparent and effective decision making

Governance and assurance

- Leading legal, governance, audit and assurance functions
- Strengthening governance frameworks and organisational resilience
- Ensuring effective oversight, scrutiny and assurance arrangements

People leadership

- Leading and developing senior professional teams
- Building organisational capability and capacity
- Supporting a culture of collaboration and continuous improvement

Stakeholder engagement

- Building relationships with constituent authorities, government and regional partners
- Influencing at Executive Board, regional and national level
- Providing leadership across the wider Monitoring Officer community

Candidate Profile

We are seeking a credible, politically astute and collaborative legal leader with substantial Monitoring Officer experience and the ability to operate at Executive Board level.

Essential experience

- Qualified solicitor, barrister or equivalent recognised legal qualification
- Significant experience as a Monitoring Officer, or holding comparable statutory responsibilities
- Extensive senior leadership experience within complex public sector organisations
- Strong knowledge of local government law, governance and constitutional arrangements
- Experience advising elected members, Boards and senior stakeholders
- Track record of leading organisational change and professional teams

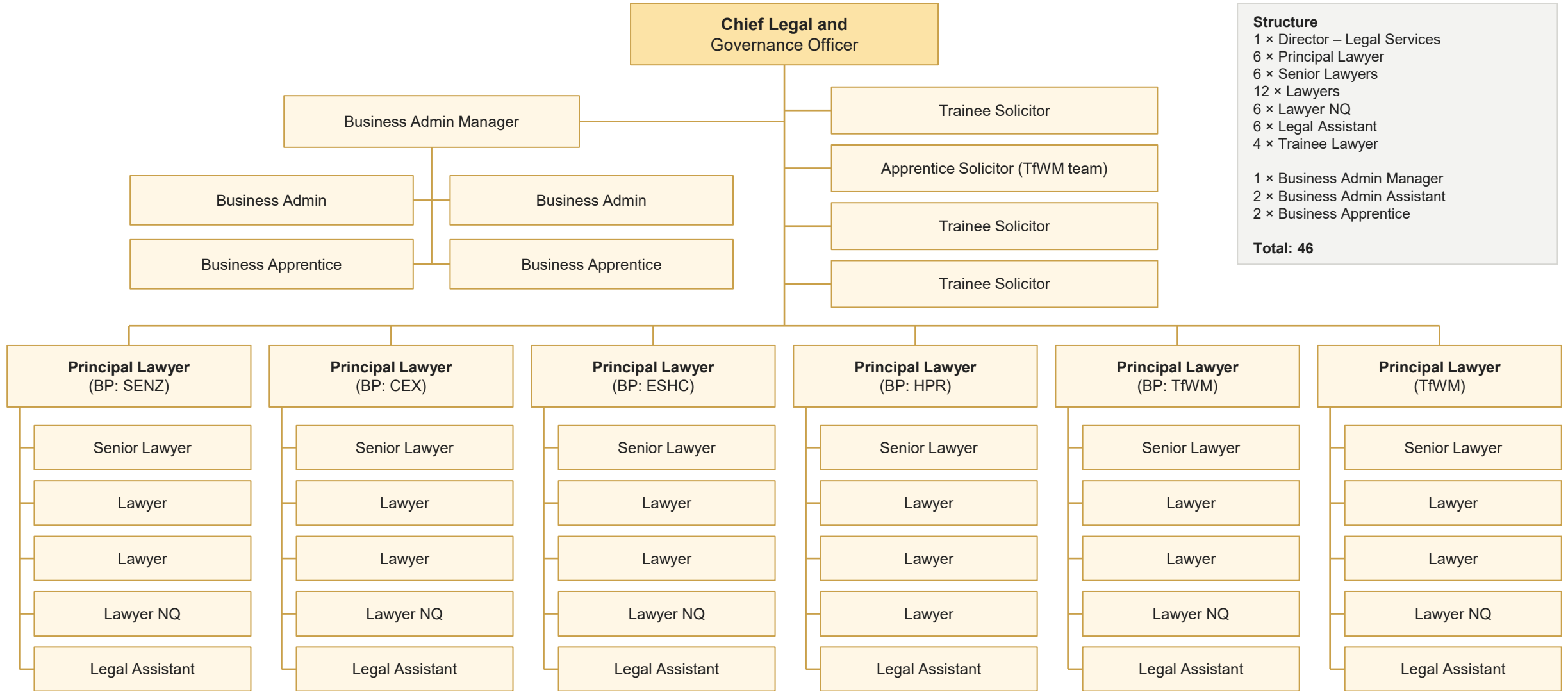
Leadership style

- Independent and objective judgement
- Collaborative and solutions focused
- Confident in providing constructive challenge
- Comfortable operating in complex political environments
- Inclusive and empowering
- Strong personal credibility, influence and gravitas

Further reading

- [West Midlands Combined Authority Corporate Plan 2026-2029](#)
- [West Midlands Combined Authority Annual Business Plan 2025-26](#)
- [Plan for Growth](#)
- [Constitution of the West Midlands Combined Authority](#)

Proposed Structure Chart October 2026



Structure

1 × Director – Legal Services
 6 × Principal Lawyer
 6 × Senior Lawyers
 12 × Lawyers
 6 × Lawyer NQ
 6 × Legal Assistant
 4 × Trainee Lawyer

1 × Business Admin Manager
 2 × Business Admin Assistant
 2 × Business Apprentice

Total: 46

How to Apply

To apply for this role, please provide:

- A CV, of no more than three pages, setting out your career history, key responsibilities and achievements
- A supporting statement of no more than three pages, setting out your motivation for applying and how your experience aligns with the requirements of the role

Candidates will be assessed against

- Senior leadership experience within complex public sector or regulatory environments
- Executive level influence, credibility and stakeholder management capability
- Legal, governance and statutory assurance expertise
- Strategic leadership, organisational improvement and decision-making ability
- Ability to operate effectively within complex political and partnership environments

Talk to us first

Applications should be submitted via Tile Hill. For a confidential discussion about the role, please contact:

- Mark Bearn 07747 181 490 mark.bearn@tile-hill.co.uk
- Anita Denton 07725 554 802 anita.denton@tile-hill.co.uk

Recruitment Timetable

Stage	Date
Closing date for applications	Midnight, Sunday 18th October
Preliminary interviews with Tile Hill	20th / 21st October
Shortlist Agreed	Thursday 22 nd October
First Stage Officer Interviews	Tuesday 27 th October
Second Stage Officer Interviews	Tuesday 3 rd November
Employment Committee	Tuesday 10 th November

Equality, Diversity and Inclusion

West Midlands Combined Authority is committed to equality, diversity and inclusion. Applications are welcome from all backgrounds and communities, and the Authority is committed to an inclusive and accessible recruitment process. If you need any adjustments at any stage, please let Tile Hill know and we will make the arrangements.

