

Job Description

JOB TITLE: DIRECTOR OF GROWTH AND REGENERATION

REPORTS TO: CHIEF EXECUTIVE

Job Purpose

To lead a high quality team delivering sustainable growth and regeneration through leadership and strategic management of council services and strategic commissioning of services and projects.

To successfully deliver the Environment Capital agenda.

To be a fully participating member of the council's Corporate Management Team (CMT) driving strategy and performance and identifying, and championing the delivery of the council's vision and strategy with lead politicians, partners, community representatives, CMT colleagues, and all employees

Organisation

The Director of Growth and Regeneration is a Tier 1 post reporting directly to the Chief Executive and the post holder is a full member of the Corporate Management Team.

The Director of Growth and Regeneration is accountable for the commissioning and performance management of Opportunity Peterborough, the Peterborough Delivery Partnership and highway services providers and has strategic responsibility for a wide range of regeneration, infrastructure, regulatory and environmental services.

The post holder will be responsible for approx.166 staff including Planning, Transport and Engineering Services and Growth and will be responsible for a gross budget in the region of £20 m with a capital budget for 2013–14 of £37 m.

This post has 6 direct reports and has a broad customer base across the public, private and third sectors.

Principal Accountabilities / Responsibilities

- Ensure that the Directorate and its partner commissioned services have clear strategic direction with coherence between functions and responsibilities, established through service and organisational plans and within the resources allocated with the aim of achieving business objectives, enabling transformation and delivering performance improvements.
- Act as the Council's strategic and statutory lead on all directorate issues, including the council's statutory role as Local Planning Authority and Local Highway Authority, delivering innovative and high quality services.
- Act as principal policy advisor on planning, housing, transport and environment strategy, providing clear and objective advice to members on matters of policy including the development / implementation of appropriate strategies to meet the Council's statutory obligations (Local Plan, Local Transport Plan, Trees and Woodland Strategy, Biodiversity Strategy, Environment Capital Strategy etc.).
- Take strategic responsibility and provide overall leadership for the delivery of growth and regeneration, including the client management of Opportunity Peterborough and the Peterborough Delivery Partnership.
- Act as the Council's client for the delivery of skills, marketing and growth services and projects

delivered by Opportunity Peterborough and the Peterborough Delivery Partnership, to ensure that projects and initiatives are delivered on time and within budget, and in accordance with the Council's policies and procedures.

- Work with internal and external partners to lead Peterborough's growth agenda for the Council by ensuring that policy, operational and commissioned service delivery maximises development and investment opportunities.
- Promote inward investment and working as part of the Local Enterprise Partnership, fostering healthy working partnerships with the business sector and potential developers and investors.
- Ensure that all the Council's statutory obligations relating to planning, building control, transport, the environment and climate change are met.
- Direct the work of the directorate to deliver the Environment Capital agenda including the Council's carbon management plan.
- Maintain strategic oversight and leadership of highway, home to school and passenger transport services and ensure high standards of performance are met across these services and contracts.
- Lead the delivery of the Council's public realm strategy, and transport and housing capital programmes.
- Maximise income from Section 106 agreements, Community Infrastructure Levy and external grants to deliver new infrastructure
- Promote conservation of Peterborough's built heritage and natural environment assets.
- Develop and foster relationships with Government, professional bodies and other organisations to represent and promote the Council's interests, influencing national and international policy.
- To actively engage in partnership working at regional, national and international level to raise Peterborough's profile and draw down funding.
- Champion the Council and GPP vision, direction and achievements internally and externally engaging with employees, politicians, partners, businesses, regional and national stakeholders, and build strong relationships to represent the interests of the council and Peterborough as a whole. Ensure effective reputation and relationship management.
- To undertake any other duties and responsibilities (including taking a lead responsibility for particular issues and projects) as may be required by the Chief Executive.

Leadership

- Lead the Departmental Management Team, supporting it to effectively manage the resources of the team (within budget) and ensure delivery of corporate priorities and client requirements.
- Provide inspirational leadership to a diverse, multidisciplinary workforce, driving customer focused service delivery, embedding a culture of change, continuous improvement, common professional standards and excellent people engagement and management and ensuring that the Council meets its statutory obligations in relation to all aspects of equalities legislation.
- Lead on achieving the Council's vision to value diversity in our communities, promote an inclusive society and oppose all forms of intolerance and prejudicial discrimination, whether it is intentional, institutional or unintentional.
- Actively encourage innovation and creativity across the services managed and commissioned, pushing boundaries to improve efficiency, provide value for money and achieve new ways of working.
- To deputise for the Chief Executive as required.

Performance and Risk Management

- Develop and implement performance and outcome management of the services managed and commissioned to achieve the Council's strategic priorities in terms of partnership working and collaboration, the quality of engagement with local communities and businesses, significantly

increasing the Council's visibility as a strong strategic leader and catalyst for investment.

- Evaluate, review and report performance to members, stakeholders and auditors (internal and external).
- Ensure full compliance with the relevant legal, financial and procurement requirements and frameworks across the Council.

Financial Management

- To continually review and reshape service delivery to achieve financial efficiencies and maximise opportunities for income generation, whilst maintaining the highest standards of service delivery
- To commission and performance manage commercial clients, providers and partners to maximise income and minimise service delivery cost to the Council.

Job Knowledge

- Qualified to degree level or equivalent by experience.
- A relevant management or professional qualification and membership of a relevant professional body are desirable. This would include but is not limited to a BA/BSc in Town Planning or related disciplines, Post Graduate, Masters or Diploma in Planning, RICS and / or RTPI qualifications or Chartered Engineer, Post Graduate qualification in Traffic Management or Transport Planning.
- Detailed knowledge and understanding of law, procedures and guidance in relation to the council's full range of statutory functions as Local Highway Authority and Local Planning Authority.

Experience

- Evidence of successfully working in a senior management role across a number of disciplines, in a complex stakeholder environment (either in local government or other large and complex organisations).
- Experience of successfully managing large, multi-faceted development proposals and projects within a complex, political, multi discipline, multi-cultural environment.
- Extensive experience of delivering growth, regeneration and infrastructure and of negotiating and influencing over a wide range of service and corporate issues.
- Evidence of ability to win and retain new clients and a track record in successfully securing consensus through negotiation.
- Practical experience of working in at least three of the following areas is desirable: -
 - customer-facing service operations.
 - service improvement programmes.
 - planning.
 - transport.
 - regeneration.
- Proven experience of influencing regional and national policy, including funding allocations, to benefit local priorities.
- Experience of contract specification and supervision, delivering and managing shared services and cross functional project working.
- Proven track record of leading strategic policy formulation, decision making and resource allocation and of problem solving and meeting objectives at a corporate level.
- Evidence of successful partnership development or delivery through partnerships including an ability to work with local partners to develop joint strategies for implementing government requirements and local service.
- Demonstrated evidence of significant service improvement through managing change including staff engagement, capacity building, workforce modernisation and organisational reform.
- Experience of working effectively in a political environment, demonstrating high levels of political

awareness, sensitivity, confidentiality and understanding and the ability to translate that into delivering the agendas of the administration and winning the confidence of elected members.

- Significant experience of the preparation, management and control of budgets for a large, complex organisation, ensuring prioritising and targeting of resources to achieve maximum value for money and income generation.
- Experience of driving performance management using appropriate quality and management methods and models to deliver efficient and effective services through collaborative working.
- Evidence of personal commitment to diversity in the workplace and in the shaping of service outcomes.

Skills

- An ability to relate to and win the confidence, trust and respect of Members, colleagues, partners and the wider community.
- Excellent leadership skills, which encourage commitment from others and promote a positive, motivated organisational culture.
- Excellent communication skills and the ability to communicate complex information both orally and in writing in a clear articulate and balanced way to a variety of audiences.
- Excellent negotiation skills and an ability to influence outcomes through reasoning, persuasion and tact.
- Strategic and logical thinker and decision-maker able to provide practical and creative solutions to the management of partnership, corporate and directorate issues.
- High intellectual and analytical abilities; able to assimilate and analyse information quickly, identifying issues, priorities and solutions and using effective models, techniques and resources to resolve issues.
- Strong financial and budgetary awareness with the ability to manage finance and wider resources within a strong performance management culture.
- Ability to use information technology to improve service delivery and reduce costs.
- Demonstrable continuous development and improvement of own leadership and professional practice.

Political Restriction

This post is politically restricted under the Local Government and Housing Act 1989, as amended by the Local Democracy, Economic Development and Construction Act 2009 and the post holder may not have any active political role either in or outside work.