



London Borough
of Hounslow

#1 Hounslow



Change from the ground up

Recovery and Renewal Programme Director (Assistant Director Level)

Fixed Term for 12 months

Reporting to: Assistant Chief Executive

ARE YOU READY TO MAKE A CHANGE?



Hounslow Council is recruiting a new post of Recovery and Renewal Programme Director. This critical, strategic post will have responsibility for delivery of our Borough Recovery Plan.



Following the delivery of our borough Recovery Plan, we are resetting our Hounslow ambition. We need someone to convert our long-term plan for recovery and renewal into action – into real interventions and programmes that minimize the impact on our communities and business now and create genuine opportunity for the future. Taking a ‘One Hounslow’ – whole council, whole borough and whole community approach, this is a role to make lasting impact.



This lead role presents an exciting opportunity for an ambitious individual capable of leading a programme of change to deliver the strategy.

THE CHALLENGE

Connect, Create, Simplify and Deliver

- Prior to the pandemic, Hounslow was one of the fastest growing economies in the country. It is now projected to be the second worst impacted London borough in terms of economic loss.
- COVID has also exacerbated some of the issues faced by our residents in terms of disadvantage and inequality. That said, it has also provided a catalyst for change, improving how we work with our local voluntary and community sector and partners to support our residents and redoubling our efforts to bring low-carbon, green investment and new jobs to the area.
- Hounslow already has many innovative strategies, projects and business-as-usual activities that seek to deliver positive outcomes across the borough in these areas. We are taking forward our #1 Hounslow approach to transformation and reform to connect, create and simplify these initiatives to deliver a programme of work that brings real change to our residents with shared, measurable targets that deliver the positive outcomes our residents need.
- But we have a real and immediate challenge to minimize the impact of COVID on our residents, communities and businesses and have set out our ambitions in the Borough's Recovery Plan. We are recruiting an exciting new role of Recovery Programme Director who will have responsibility for converting these ambitions into tangible propositions for the short and long term, developing an integrated plan for delivery.
- As part of the preparation of our integrated Recovery Delivery Plan, early focus will be on developing bespoke economic and job creation initiatives in response to the significant job losses expected in the Borough. Having regard to the connected nature of our Economy, Community, Wellbeing and Green ambitions, we also expect the post to develop initiatives within and across those areas.
- In encouraging investment in Hounslow, including regeneration of our local businesses, we expect the Recovery Programme Director to understand the cost benefits of the programme of support. By reducing structural inefficiencies and substantively increasing jobs in Hounslow, the Recovery Programme Director will need to deliver overall cost reduction and cost avoidance in the Borough, in line with our budget.

THE CHALLENGE

Economy, Community, Wellbeing and Green

The Recovery Plan 'One Hounslow, Forward Together' is a bold and far-reaching vision to support our borough through the major economic and social challenges over the months ahead. It brings together our work with a range of organisations, businesses, voluntary and community groups, academics and residents, to set out the major interventions the Council is undertaking. The Recovery Plan was developed by the Hounslow Recovery Board – comprising leading Councillors and senior representatives of major local organisations and business - as well as four taskforces which covered economy and regeneration, social and wellbeing, community and green recovery. It was also shaped by a virtual recovery conference hosted by the Council in September, joined by more than 200 people and thought to be the first such event in the UK.

Hounslow is projected to be one of the hardest hit boroughs economically due to the impact of COVID-19 and lockdown. [An independent report by Oxford Economics](#), commissioned by the Council, forecasts an almost £1bn hit to the borough's economy due to the downturn at Heathrow, and estimates more than 40,000 jobs could be at risk.

The Recovery Plan describes what we intend to do to help the borough thrive over the coming months and years. Major interventions are based around four themes – renewing local economies, empowering local residents, tackling local inequalities and reimagining local places – and there is strong emphasis on empowering and connecting communities and voluntary organisations, improving engagement and representation, and fostering a borough culture of supporting local businesses and groups.

CORE ACCOUNTABILITIES – DELIVERY



You will lead the programme of work that delivers the recovery programme, working collaboratively across the organisation and with our local partners to enthuse and take forward the ambitions the Council has set out in the borough Recovery Plan and achieve the outcomes set out in the Corporate Plan.



You will lead the design of an investment framework for the borough, to support the development of new business and enterprise including tailored support for local businesses and building community wealth through spending locally.



You will work closely with our Community Solutions offer to deliver initiatives that focus on early localised support and facilitate local, community led engagement to lead the change.



Working with finance colleagues, you will set up a process that monitors the cost benefit analysis of the programme, including understanding costs and savings of programme targets and outcomes.



You will work to create a local environment that meets the way our residents live and work, developing large scale strategies to attract growth and development, as well as delivering immediate campaigns and initiatives to support the local industries most affected by Covid-19.



You will support the development of strategies to tackle local inequalities and disadvantage exacerbated by Covid-19 and develop appropriate plans and interventions.

CORE ACCOUNTABILITIES – WAYS OF WORKING



You will design how we measure change, establishing the goals and results we need in the short, medium and long term to achieve positive outcomes.



You will provide the Assistant Chief Executive and Executive Director for Economic Regeneration with high quality analysis, measurement of costs and savings, deep insight and updates on progress against key milestones and targets.



You will develop and maintain strong relationships across the organisation and with our local partners. These relationships will help facilitate the delivery of the Recovery Plan ambitions.



You will work closely with colleagues across the whole organisation to establish a community of practice and learning. You will need to swiftly scale up resources to deliver the programme of work over the next year and beyond.

WHO ARE WE LOOKING FOR?

We are looking for a capable individual with the enthusiasm, ambition and skills to deliver the borough's Recovery Plan ambitions. This is a unique position, so we are not looking for someone who has 'done this before' but rather an individual who has the capability, understanding and potential to turn our Recovery Plan into success. We have connected what we are looking for to our values.

LEAD WITH HEART

You love Hounslow and want to make a positive difference to its residents and communities. You might already be involved in local projects and community initiatives within or outside of the London Borough of Hounslow. You like to learn and have already sought out information about One Hounslow. You are curious about what needs to be achieved and excited about the possibilities for the future.

DO NEW

You're brimming with ideas for how to make things happen for the better in Hounslow. You're ambitious and will put your hands up for opportunities that help you to develop. Change is your bag – you like to be challenged, to learn and develop and bring a fresh approach to each opportunity.

PASS ON THE POWER

You're comfortable with complexity and can see the big picture. You are motivated by outcomes for the organisation, not personal glory. You know how to make things happen for the common good, without always directing or managing delivery.

HARNESS THE MIX

You're a people person. You like to collaborate, but know when to lead. You understand how to get people to work together to make things happen. You are clear and honest in your communications and can challenge, encourage and enthuse. You know about working in an Agile way, or are keen to learn and understand how Agile could help you work collaboratively to achieve our goals.

BE A ROCK

You have a commercial mindset and you know how to make things happen. You've experience of attracting investment and delivering positive outcomes for a local borough or partners. You know how to measure success and use this to continuously improve. You want to make a difference and be responsible for the delivery of successes and the management of the challenges that come with this.

ARE YOU READY TO MAKE A CHANGE?

This is a unique career opportunity with responsibility and freedom to truly deliver change and make a difference for our residents.

You will report to the Assistant Chief Executive and work directly with the Executive Director for Economic Regeneration.

You will be part of a lively, open and collaborative working culture, in which everyone is valued, listened to, and encouraged to generate ideas and opportunities.

- To apply, please send a CV or one-page career history outline to Catherine Kift at Starfish Search with a covering statement setting out how you could be the individual best suited to this role based out on the criteria we are looking for.
- The closing date for this role is at 5pm on Tuesday 1st December.

If you have any questions about the role, please contact Catherine Kift at Starfish Search catherine.kift@starfishsearch.com

Interviews will take place on 3rd December.

Find out more about working for Hounslow Council [here](#).

We value diversity in its broadest sense. We're committed to creating an inclusive culture where everyone is able to be themselves, give of their best and reach their full potential.

We believe that a diverse workforce helps us to better understand our communities and deliver the best services for our residents.

We want to receive applications from all regardless of age, gender identity, disability, marriage or civil partnership, pregnancy or maternity, religion or belief, race or ethnic origin, sex, sexual orientation, transgender status or social economic background.

We want to harness the mix and ensure that everybody can apply and be part of our recruitment processes. We will therefore make reasonable adjustments to accommodate our candidates.