# Job description

Post title: Director Climate Change and Transport

Grade: CO2

Service area: Environment

Reports to: Corporate Director Environment

Your team: Climate Change and Transport

## Our ambition

We're determined to make Islington fairer. To create a place where everyone, whatever their background, has the opportunity to reach their potential and enjoy a good quality of life.

We also have an ambitious goal – to be the best council in the country– with every employee clear about the part they play and inspired, focused and supported to give their very best.

We want to build an organisation where employees feel valued, inspired and empowered to help us achieve our goals and provide the best services possible to our residents.

## Our values and behaviours

‘Be Islington’ is about setting a clear challenge about what it means to be an Islington employee and sets the standard for every new recruit.

We ask our employees to ‘Be Islington’ – playing their part in working together for a fairer borough and to always be collaborative, be ambitious, be resourceful, and be empowering (‘CARE’).

## Our commitment to challenging inequality

We are committed to tackling inequality, racism and injustice and creating a fairer borough for all. In order to do this, we need to set the example by being a fair employer and creating a workplace environment, which is free from discrimination, racism and inequality. Our approach needs to be proactive, consistently learning to create a fairer workplace and foster a culture, which empowers all staff to challenge inequality.

Fairness is at the heart of what we do. We want to celebrate and embrace our differences by:

* Ensuring our workforce is representative of the people we work on behalf of, our residents
* Creating equitable working environments and diverse teams
* Understanding our residents in order to design and deliver services that help tackle inequality and improve life chances for our residents
* Getting to know people and their differences
* Interpreting issues and concerns from a cultural perspective and address situations or problems from the points-of-view of multiple cultures
* Supporting people with long-term health conditions and/or disabilities
* Recognising the value of flexible working to support staff where possible

## Key responsibilities

To act as the council’s ambassador for climate change and transport working in partnership within the council, with residents and community organisations, borough partners and organisations, local authorities, sub-regional partners, commercial partners, regional government and agencies and national government departments and agencies, and

To lead, manage and direct services, operations, teams and employees of the Climate Change and Transport Service Directorate in accordance with and supporting the council’s vision, values, behaviours and priorities through the development and delivery of the key councils strategies, business plans and delivery programmes. Operational services include but are not limited to strategic transport and programme delivery, highway maintenance, street lighting, traffic & safety, energy services and the net zero carbon programme delivery.

Leading Climate Change and Transport

1. Working alongside the corporate director, advise the council at a strategic level on new developments, opportunities and regional /national policy and the implications and opportunities for the Council in relation to climate change, carbon reduction policy, environmental standards and policy; energy strategy and delivery (generation, networks and advice); regional, national and borough level transport strategy; highways and network management strategy and operations.

2. Exercise responsibility for council policy and delivery of statutory obligations, act, and operate to the highest standards in accordance with the council’s plans, financial regulations and Standing Orders, ensuring the provision of an exemplary service to the Council and its customers.

3. Lead and champion the council’s key commitments in relation net zero carbon, climate change, sustainable transport and environmental impact and including the key components of the net zero carbon programme (buildings, transport, energy, green economy, planning, finance and engagement)

Strategy Development

4. Lead the development and delivery of genuinely cross-council and borough-wide, evidence based strategies and action plans including the council’s Net Zero Carbon and Transport strategies ensuring effectively residents, stakeholder and political engagement.

Performance & Project Delivery

5. Focus on delivering better and continuously improving outcomes and targets for the borough and its residents through the development and delivery of strategic businesses planning, service improvement programmes and through effective business performance management.

6. Lead the inception, development and delivery of key programmes and projects including leading business case development, funding and resourcing strategies, project management, effective and robust governance mechanisms and reporting though to successful implementation.

Leading Services, Teams and Employees

7. Lead the effective development, management and engagement of teams and employees and effective communication to from and within services, effective performance management and particular focus on promoting equalities and diversity.

8. Create and maintain an organisational culture that epitomises the council’s vision, values and behaviours to deliver high levels of performance, employee engagement, awareness and satisfaction and supported by progressive and flexible working practices and approaches.

9. At all times carrying out responsibilities and duties with due regard to the Council's Equalities Policy and programmes, ensuring that conditions and exist for the Council's employees to develop and residents to access employment opportunities.

Financial Acumen, planning and management

10. Lead the effective financial management of capital and revenue budgets within approved levels including ensuring services operate robust monitoring, forecasting and corrective action supported by effective use of management information and data.

11. Lead the collective identification and delivery of innovative savings and income generation proposals to reduce cost, improve value whilst minimising impact on front line services using a wide range of techniques including the identification and securing of external grant funding.

12. Develop and embed commercial approaches to service and programme delivery including leading effective and collaborative commissioning and procurement of services, innovative, alternative delivery models, development of business cases and the identification of new income streams.

Organisational and External Partnership & Collaboration

13. Develop, nurture and maintain effective external, sub-regional, regional and professional partnerships to support improved service and programme delivery; enhance the reputation of service and the Council and influence regional and national government.

14. Work in a corporate and collaborative way with Corporate Directors, Service Directors, Trades Unions and other senior managers across the council and work as part of the departmental Senior Leadership Team to contribute to departmental priorities and initiatives.

Transformation, Change and Improvement

15. Ensure the development and implementation of an innovative, evidenced based programme of continuous service improvement based upon innovation and industry best practice; customer experience; digital innovation; business process engineering and external quality management systems and accreditation schemes.

16. In conjunction with the Corporate Director, lead key service reviews to analyse, challenge and improve services to deliver improved value for money, customer satisfaction, service quality and outcomes.

Residents, Customers & Digital Innovation

17. Ensure innovative, effective and on-going resident and community engagement and involvement in the climate change and transport services, strategies and programmes, including behaviour change programmes and communication campaigns.

18. Ensure that services and programmes provide exemplary customer service and experience alongside clear customer service standards with an emphasis on digital services.

19. Drive digital innovation to support the delivery of accessible and convenient digital services, improvements and efficiencies to services and programmes and to support the creation of a more digital borough.

Representing the Council & Department

20. Represent the council with the media, at inquiries, hearings arising from the work of the department and council with an emphasis on positive public relations.

21. Represent the Council at local and national level, acting as ambassador for Islington to enhance the Council's performance, reputation and image.

Working in Political environment (councillors, MPs, GLA)

22. Working with CMB and the Corporate Director, create and maintain exemplary profession working relationships with elected members, MPs and GLA members.

23. Provide exemplary and professional officer advice, briefings and support to the Leader, Executive Members, ward councillors, Scrutiny and other Committees, Councillor working and policy groups to ensure effective engagement and engender political support.

Health Safety and Welfare

24. Actively lead the strategic oversight of health, safety and welfare across the service directorate including oversight of statutory requirements e.g. risk assessments, health and safety practices of third parties and including employee and Trade Union engagement.

25. To take a lead and strategic role in the council’s emergency response and business continuity planning by ensuring the effective response and contribution of services to meet the council’s, boroughs and resident’s needs; ensuring business continuity arrangement are robust and tested and actively contributing to the council’s ‘gold’ response arrangements.

General

26. Perform any other duties determined by the Chief Executive, Corporate Directors including taking for other service areas as agreed, to allow the department and council to respond flexibly to changing business demands.

## Budget responsibilities

### Ensure that the services are provided in a cost effective and competitive manner, which is responsive to; and driven by, the core principles of the Authority and in accordance with the Division’s Plan and Best Value principles.

### Monitor and control budgets for the activities for which you are responsible in accordance with Council policy.

### Ensure assets are properly managed, maintaining registers and developing programmes for their investment and review.

### Exploit every opportunity for the funding of projects or maximisation of income, identifying potential schemes and preparing feasibility studies, undertaking appraisals and preparing bids, as necessary.

### Responsibility for a budget of up to £30 million.

### Leadership

As a member of the council’s management team, to contribute proactively to the collective leadership for the council, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council’s objectives and priorities.

To drive positive cultural change, embodying and promoting the values and behaviours of the council and empowering staff to reach their full potential. Ensure that the performance and development framework is effective for all staff.

To lead on and ensure the effective implementation of corporate initiatives and transformation programmes that cut across the whole or part of the council’s activities.

### Resources and Financial management

Ensure effective Financial Management, cost controls and income maximisation in an ever changing environment, fluctuating demands and priorities. Ensure resources are well managed and effectively deployed to the best possible effects assuring value for money in all activities.

### Compliance

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

## Person specification

You should demonstrate on your application form how you meet the essential criteria. Please ensure that you address each of the criteria as this will be assessed to determine your suitability for the post.

### Essential criteria

#### Qualifications

| Essential criteria | Criteria description | Assessed by |
| --- | --- | --- |
| 1 | Educated to degree level or professional qualification and at significant relevant professional experience in a senior leadership capacity in a comparable setting. | Application |

#### Experience

| Essential criteria | Criteria description | Assessed by |
| --- | --- | --- |
| 2 | Substantial evidence of a track record of successfully operating as a senior leader at operations / service director level in a large, complex and comparable setting (local authority, public sector organisation or equivalent). | Application/Interview |
| 3 | Expert knowledge and experience of climate change, net zero carbon and strategic transport delivery including strategic and technical understanding of specific climate change subjects including building retrofit and zero carbon development, transport, sustainable and affordable energy, developing the green economy, planning policy, finance and engagement. | Application/Interview |
| 4 | Expert knowledge and experience in managing operational services including highway maintenance, street lighting, traffic and safety, transport programme delivery, energy services and the net zero carbon programme delivery. | Application/Interview |
| 5 | Exemplary leadership and management skills and the ability to lead, motivate and enthuse teams and employees whilst creating a culture in support of organisational vision, values and behaviours. | Application/Interview |
| 6 | Knowledge of and the ability to lead and manage the delivery of improved organisational culture and equality, diversity and fairness into all aspects of service provision and programmes. | Application/Interview |
| 7 | Proven knowledge, experience of strategic business and financial planning, and the delivery of high performing services, successful high profile, complex programmes, and projects (including effective governance and risk management) to deliver better outcomes. | Application/Interview |
| 8 | Proven experience and exemplary and financial management skills and the knowledge and ability to lead develop and deliver innovative savings and income generation opportunities using a breadth of techniques and exploit grant funding opportunities. | Application/Interview |
| 9 | Knowledge of commercialisation and apply commercial approaches to service and programme delivery including effective and collaborative commissioning and procurement of services, innovative, alternative delivery models, development of business cases and the identification of new income streams. | Application/Interview |
| 10 | Experience and track record of developing effective internal working relationships and actively creating and working within external partnerships at a borough, sub-regional), regional and national levels including government departments, commercial organisations and professional bodies to delivery improved results. | Application/Interview |
| 11 | Record of accomplishment of working in a corporate and collaborative way with corporate leaders, peers, senior officers including leading on corporate initiatives and programmes. | Application/Interview |
| 12 | Experience of leading organisational and service transformation, change and improvements and the record of accomplishment of delivering successful transformation programmes projects. | Application/Interview |
| 13 | Knowledge and experience of leading and effective and resident and community engagement and involvement strategies and programmes, including behaviour change programmes and communication campaigns. | Application/Interview |
| 14 | Knowledge and experience of digital and technical innovation and the provision of exemplary customer service. | Application/Interview |
| 15 | Ability to represent the council acting as an ambassador with a wide range of stakeholders including community and borough organisations, regional and national government, professional organisations etc. | Application/Interview |
| 16 | Track record of working in political environment and demonstrating political awareness with the ability to create effective working relationships with Executive Members, ward councillors, MPs, GLA members including the ability to provide objective, complex and technical advice and support. | Application/Interview |

#### Skills

| Essential criteria | Criteria description | Assessed by |
| --- | --- | --- |
| 17 | Outstanding communication skills both oral and written with ability to influence outcomes effectively through persuasive argument. | Application/Interview |
| 18 | Constructively challenging of the status quo, open minded and responsive to new ideas. | Application/Interview |
| 19 | Able to apply innovative, creative and lateral thinking to complex problems. | Application/Interview |
| 20 | Ability to work within a highly pressurised environment working to sharp deadlines and to be resilient. | Application/Interview |

## Special requirements of the post

| Essential criteria | Criteria description | Assessed by |
| --- | --- | --- |
| 21 | This post is subject to the council’s policy on pecuniary and personal interest | N/A |
| 22 | This post is designated as politically restricted | N/A |

## Or accreditations

Our accreditations include: the Healthy Workplace award, Timewise, London Living Wage Employer, Disability Confident Committed, The Mayor’s Good Work Standard, Stonewall Diversity Champion, and Time to Change.

