

Role Profile

Job Title:	Executive Director Growth
Location:	Colindale
Department:	Growth
Directorate:	Growth
Grade:	Grade 3
Reports to:	Chief Executive

1. Job Purpose:

To lead LB Barnet’s Growth service, including its development, regeneration, housing strategy and regulation, planning, capital delivery, estates, and economic development, skills & employment functions; and act as lead client for Barnet Homes, the council’s ALMO and provider of homelessness services.

To act as the lead advisor to the Cabinet Member for Homes and Regeneration, and support other Cabinet Members with their responsibilities as they relate to the Growth remit.

To oversee the delivery of major programmes, including the development of Brent Cross Town in joint venture with Related Argent, the council’s £1.2bn capital programme, and the delivery of 1000 council homes.

To contribute to the overall corporate leadership of the council as a member of its Council Management Team.

2. Key Responsibilities

- To be the accountable chief officer for services relating to Growth as set out in the council’s constitution.
- To lead the Growth service, ensuring effective delivery of the council’s corporate plan, statutory responsibilities, capital programme and budget.
- To act as Lead Client for Barnet Homes, and other relevant subsidiaries of The Barnet Group, ensuring effective partnership working in support of the council’s corporate plan and statutory responsibilities; and that shareholder functions are effectively discharged, the Management Agreement is appropriately adhered to, and both are reviewed at appropriate intervals. To attend meetings of the Barnet Group Board.

- To be a director the Brent Cross Town joint venture, and a director of relevant council-owned companies and joint ventures as agreed.
- To contribute to the corporate leadership of the council, including but not limited to: promoting equalities, diversity and inclusion; working collaboratively with Cabinet Members, CMT colleagues, other councillors and officers to shape the council's agenda and delivery programmes and deliver a balanced budget; and participating in the council's emergency response arrangements.
- To deliver the council's ambitious housing development programme, including the delivery of 1000 new council homes, estate regeneration, PRS schemes, major town centre renewals and development of surplus land. To lead the council's input to the Brent Cross Cricklewood regeneration, including through the joint venture with Related Argent.
- To work with the ED Environment and the ED Assurance and Public Protection and their teams to ensure effective co-ordination of the council's interventions in places, especially in town centres, bringing together all of the teams impacting on a place to ensure a joined-up approach.
- To drive forward best practice in engaging the community in the development, design and delivery of the council's housing, regeneration and capital programmes.
- To oversee delivery of the council's £1.2bn capital programme, leading the Capital Delivery Team as a centre of excellence for the delivery of capital projects on behalf of Growth and other council services.
- To ensure that the council's land and property assets contribute fully to delivery of its corporate objectives including decarbonisation of the estate. To oversee effective management of the council's operational and non-operational estate as the corporate landlord.
- To ensure that the Local Planning Authority discharges its functions effectively, both in respect of development management and plan-making. To oversee the building control service.

- To hold strategic relationships with key partners and anchor institutions across the public, private and VCSFE sectors, including in particular the promoters of major developments in the borough.
- To lead the housing strategy and regulation services, driving delivery of affordable housing and ensuring that the homes delivered meet need in the community; and ensuring high standards across the housing stock and particularly in private sector homes, including in relation to damp, mould and cold, and fire safety.
- To promote the economy of the borough, through development of a clear economic narrative and strategy and implementation of established and new approaches to improving skills, access to good work, business success and inward investment.

3. Financial Responsibilities:

- To ensure that revenue and capital budgets and resources are managed in line with the council's financial processes and procedures.
- To contribute to the long term financial sustainability of the council, including by delivering the income and savings agreed through the Medium Term Financial Strategy.
- To lever in third party funding, grant, private sector investment and deliver innovative funding approaches, all within carefully managed risk parameters.
- To ensure that procurement guidelines are adhered to across the service, with particular attention paid to delivering social value through procurement.

4. Staff Responsibilities:

- To motivate and lead a team of approx. 300 posts (x5 direct reports).
- To ensure that equalities, diversity and inclusion are fully embedded in the work of the team.
- To recruit, develop and retain talent, and manage pro-actively underperformance where necessary

5. Health and Safety Responsibilities:

- Abide by of Barnet's health and safety policy, associated arrangements, and implement the Senior manager's/Director's responsibilities set out therein.

- Complete mandatory health and safety training
- Ensure strategic/service plans take account of health and safety risks and effects on employee wellbeing.
- Monitor health and safety compliance arrangements and take action where there are concerns.
- Include health and safety in regular management team/board meetings.
- Lead by example, monitor and enforce health and safety compliance of managers.
- Ensure sufficient resources are allocated to managing risk.

6. Promotion of Corporate Values

- To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / Learning to Improve / Inclusive / Collaboration

7. Flexibility

- In order to deliver the service effectively, a degree of flexibility is needed and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

8. The Council's Commitment to Equality

- To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

What we offer

- 31 days annual leave, plus public and bank holidays
- Access to the [Local Government Pension Scheme](#), which provides a valuable guaranteed income in your retirement together with security for your dependents.
- Work-life balance options may include hybrid working, flexitime, job share, home working, part-time
- A vast range of lifestyle discounts from major retailers, supermarkets, energy suppliers and more
- Broad range of payroll benefits including cycle to work, eye care vouchers, travel, and gym membership
- Excellent training and development opportunities
- Employee well-being training programs including confidential employee assistance

PERSON SPECIFICATION

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Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
n/a	n/a	n/a
Experience & Knowledge		
senior level experience of operating in a commissioning relationship.	Desirable	Application and Interview
Experience of working in a political environment.	Desirable	Application and Interview
Successful track record of developing and delivering highly successful growth, development, housing and regeneration projects at scale, at senior leadership level.	Essential	Application and Interview
Track record delivering decisively at pace and under high and consistent pressure, while demonstrating humility and a willingness to listen to a wide range of ideas and views.	Essential	Application and Interviews
Extensive knowledge and experience at a senior leadership level of operating in a large and complex organisation, with outstanding strategic, organisational and Team leadership skills.	Essential	Application and Interview
Understanding of development processes and development finance, and a clear track record of establishing creative approaches to funding		

development projects, with a sophisticated understanding of financial risk and its management.	Essential	Application and Interview
An excellent track record of building effective relationships and partnership working with local anchor institutions, developers, businesses, and the VCFSE sector.	Essential	Application and Interview
Experience of working in joint ventures, understanding of the role of councils in joint venture-structures, and experience as Company Director.	Desirable	Application and Interview
In depth understanding of how the council's land and property assets can contribute to its corporate objectives; and of delivering programmes to achieve this.	Essential	Application and Interview
In depth understanding of what makes places successful, and how to design schemes and developments that work for people.	Essential	Application and Interview
Experience in financial management.	Essential	Application and Interview
Experience in managing successful change.	Essential	Application and Interview
Strong networking, influencing and partnership development skills	Essential	Application and Interview
A demonstrable commitment to, and track record in, effective engagement with communities including in co-production of regeneration and development initiatives at varying scales.	Essential	Application and Interview
Outstanding communication skills. Able to translate complex legal and commercial issues into simple and understandable language.	Essential	Application and Interview
Skill & Ability		
Outstanding written and verbal communication skills for any audience as required	Essential	Application and Interview
Able to manage a diverse workload with competing priorities in a fast-paced environment.	Essential	Application and Interview
Visible commitment to bringing out the best in and motivating the team, developing talent and challenging poor performance	Essential	Application and Interview

Strong leadership and people management skills within a complex environment.	Essential	Application and Interview
Strong complex project management skills	Essential	Application and Interview
Resilient under pressure	Essential	Application and Interview
Decisiveness, humility, creativity, solution focus, commercial, authoritative	Essential	Application and Interview
Values & Behaviours		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Application/Interview
Empathy- I say “thank you” and “well done” where appropriate, and take time to ‘check in’ to see if the people I work with are ok	Essential	Application/Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential	Application/Interview
Learning to Improve		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Application/Interview
Agile-I am fully empowered to act within the scope of my role	Essential	Application/Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Application/Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Application/Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Essential	Application/Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active	Essential	Application/Interview

role to ensure they are implemented and integrated in everything I do.		
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Application/Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Application/Interview
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Application/Interview