

Job Description

DEPARTMENT:	Regeneration, Enterprise & Skills
DIVISION:	Regeneration, Housing New Supply & Property
SECTION:	Regeneration, Housing New Supply & Property
DESIGNATION:	Development & Regeneration Director
GRADE:	A
POST NO.:	
REPORTS TO:	Director of Place and Growth

Purpose of Job

- To lead and manage excellent services and undertake transformation and change, ensuring services continue to improve and are cost effective. This includes lead and manage the following:
 - (i) the Property service responsible for c.1,000 property assets of all class types (valued at c.£1bn) ensuring buildings are professionally managed, reviewed to support service delivery and financial management.
 - (ii) The Regeneration service focusing on identifying market failure and creating solutions to leverage private and public investment that delivers transformation and positive changes to the economy, environment, and communities in the borough.
 - (iii) The Housing Enabling and Delivery service through the direct delivery of housing new supply as well as through enabling relationships with partners.
- To develop a long term plan for the services managed and support the development of the overarching vision and place strategy for the borough, including housing new supply, regeneration, and the economy.
- To work with the Director to promote the borough as a place to invest and secure inward investment and growth for the borough – through formal and informal partnerships with both the public and private sector securing the best outcomes for all.
- To act as the lead on commercial negotiations relating to regeneration and economic growth and identify innovative solutions and delivery models to support the Council’s physical, social, and economic missions.
- The postholder is a corporate leader who actively contributes to the Council wide collaboration and partnerships. The postholder models and leads the behaviours and culture that reinforces this approach in their own services and beyond.
- To ensure that the functions are delivered within a framework of quality standards, budgetary control and according to relevant legislation and Council constitution.

- As a member of Directorate Management Team (DMT), the post-holder is responsible for the successful delivery of the Council's corporate vision and objectives and the business plan for the directorate. The post holder works with the DMT to provide effective leadership and management that will contribute to the continuous improvement of the Council.
- The postholder undertakes cross departmental corporate and departmental duties as required.
- The postholder will be the Deputy to the Director of Regeneration, Enterprise & Skills.

Job Scope and Outcomes

1. To lead the delivery and management of the Regeneration, Housing New Supply and Property division ensuring that services are delivered in line with corporate priorities.
2. To lead the physical, social and economic regeneration programmes ensuring rigorous governance, performance, risk and financial management and ensuring achievement of the Council's missions.
3. To lead all services ensuring transparency of decision making and legislative requirements, eg. best consideration.
4. To lead the development of the Property Asset Strategy and the establishment of the corporate landlord model.
5. To develop long term regeneration, estate renewal and housing new supply plans supported by a business case.
6. Lead on commercial negotiations and identify realistic and creative solutions, viable business cases and appraisals engaging with other services as required.
7. To lead on evaluation and impact assessments that demonstrate the benefit to the borough and residents on regeneration and related programmes.
8. To maintain a positive working relationship and provide strategic advice to the Director and Members on all matters that have implications for the delivery of the services managed.
9. To develop and implement strategic priorities and performance targets for the Division which include relevant performance indicators and are reflected in the relevant strategies and policies.
10. To work with the Director to promote the borough as a place to invest and on inward investment and growth for the borough – through formal and informal partnerships with both the public and private sector securing the best outcomes for all.

11. To proactively represent the Council, build, and maintain internal and external relationships to secure investment and growth opportunities as a place to live, do business and invest.
12. To lead on policy formulation at a strategic level for service areas and collaborate with internal and external stakeholders in a one Council approach.
13. To take responsibility for ensuring the wider community, residents and businesses are effectively engaged in the delivery of regeneration, housing new supply and property programmes.
14. To lead the development of effective working relationships with all key stakeholders, elected Members, residents, businesses, other local authorities and community groups. Harness the relationships to ensure the inclusive delivery of plans, projects and priorities.
15. To have overall responsibility for the divisional budget and to be accountable to the Director for all its management ensuring that it is effectively controlled within cash limits and forecast, plan, manage and monitor the use of resources to meet strategic priorities.
16. To ensure that all services delivered or procured represent value for money.
17. To lead the service in the delivery of best practice through the establishment of effective systems, targets and performance management that secures high standard of service delivery and secures positive outcomes.
18. To lead, manage, build, develop, motivate and manage high-performing teams and be accountable for the performance of managers and staff over whom you have control direct or indirect. To ensure adequate arrangements are in place to recruit, manage and develop staff in order to maximise their effectiveness, performance and customer focus of the services ensuring that agreed outcomes are met consistently and in accordance with the policies and standards.
19. To lead by example and demonstrate inspirational and visible leadership in a hybrid working environment ensuring a culture of high productivity, delivery and professionalism underpinned by a solutions focussed approach.
20. Deputise for the Director as required.
21. Represent the Council at committees and internal and external meetings and provide advice and make presentations as required.
22. Carry out all duties with due regard to the provisions of health and Safety regulations and legislation, the Council's Equal opportunities and Anti-Poverty and Customer care policies, the New Technology agreement and Data Protection legislation.
23. To perform all duties in line with Council's staff values showing commitment to improving residents lives and opportunities, demonstrating respect and fairness,

taking ownership, working towards doing things better and working together across the council.

24. Carry out any other work appropriate to the level and general nature of the post's duties.

Designation of the Post to which the Post-Holder normally reports: **Director of Place and Growth**

PERSON SPECIFICATION DEVELOPMENT & REGENERATION DIRECTOR

Technical Experience

- Have held a senior management position within a complex organisation in either the public or private sector, eg. place making, regeneration, planning, property.
- Have a sound understanding of the issues, legislation and statutory requirements associated with this role.
- Significant experience of engaging with developers, investors and business to secure investment.
- Strong competence in understanding property, development and funding structures as well as appraisals and modelling.
- Proven experience of business and service planning and improvement.
- Experience of managing substantial capital and revenue budgets.

Qualification

- Education to degree or post graduate level or an equivalent level of experience.

Accountability

- Political awareness with proven experience of building positive relationships with elected Members to balance political drivers with strategic priorities.
- Experience of providing leadership and developing partnerships within a dynamic and changing environment.
- Understanding of the benefits of diversity and demonstrates how to promote equality of opportunity and experience of establishing and facilitating cross organisational working that shapes and influences the benefits of having a diverse workforce.

Delivery

- Ability to think, plan and act strategically and to create a narrative around long term good growth.
- Experience of leading large scale housing delivery projects and programmes.
- Experience of developing a vision and strategy to drive delivery through strong and effective leadership.
- Experience of setting service standards and empower others to deliver.
- Experience of leading and delivering successful organisation and cultural change programmes.

Decision making

- Experience of making recommendations including difficult decisions through the analysis of relevant information and risk assessment.
- Able to make decisions that demonstrate commitment to the Council's vision and corporate priorities.
- Experience of developing services that takes account of the needs of diverse stakeholder groups.