

Bradford Council

Strategic Director
Environment

March 2026



Welcome

Dear Candidate

Thank you for your interest in joining Bradford Council at such an important moment in our journey.

We are one of the largest and most diverse districts in the country, a place of energy, creativity and strong communities, with over 150 languages spoken and a population that is both young and growing. Alongside this, we are a place of real contrast: facing significant challenges, including deprivation and health inequalities, but also rich in cultural assets, heritage and opportunity.

Our ambition is clear. We are determined to shape Bradford as a leading city of the future, confident in our identity, ambitious for our people, and increasingly recognised on a national stage. There is a growing sense of momentum here. Bradford is being talked about in new and exciting ways, and there is real pride in the progress we are making.

Our year as UK City of Culture has been a defining moment for us, not just in changing perceptions, but in accelerating investment, regeneration and opportunity across the district. We are building on that platform to drive long-term, inclusive growth, strengthen our economy and ensure that every community benefits.

Across the Council, we are focused on delivering better outcomes through strong partnership working, system leadership and a relentless drive for improvement. We are also continuing to evolve as an organisation by becoming more innovative, more insight-led and more connected to the people we serve.

This is a council that is ambitious for itself and for Bradford. We are shifting the narrative, focusing on our strengths and our ability to shape our own future. The roles we are recruiting to are critical to that ambition.

Working in Bradford requires creativity, collaboration and a willingness to think differently. In return, it offers the opportunity to make a real impact at scale, in a place that is proud, distinctive and firmly on the rise.

If you share our ambition and want to play a leading role in Bradford's future, we would be delighted to hear from you.

Lorraine O'Donnell

Chief Executive
City of Bradford Metropolitan District Council



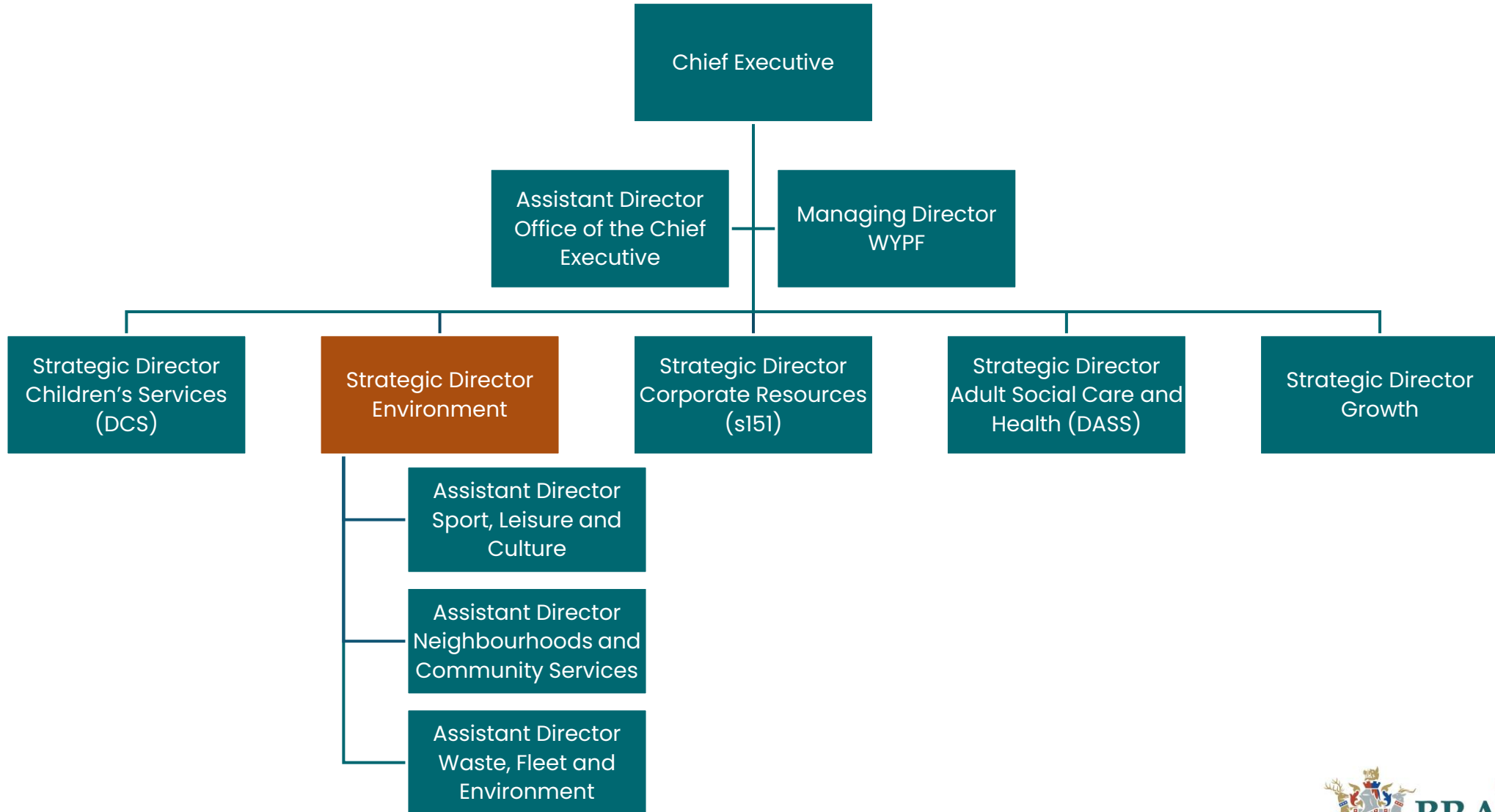
About us

Bradford is a place of energy, creativity and pride, where its diverse communities and distinct neighbourhoods make the district truly unique. Over recent years, we have transformed our public spaces and infrastructure, from the award-winning City Park and pedestrianised city centre to transport and regeneration projects that are reshaping the city and surrounding towns. We are committed to creating cleaner, greener, more connected communities while making the most of the district's natural, cultural and industrial assets.

The council's approach is collaborative, innovative and forward-looking, using data, technology and community engagement to plan and deliver services that improve quality of life across the district. This is an exciting moment to join us, as Bradford continues to grow and modernise while maintaining its strong sense of identity and pride in place.



Management Structure



Job description

Job title: Strategic Director: Environment

Directorate: Environment

Reports to: Chief Executive

- The role will be leading a directorate for the Council, developing a vision and leading strategy.
- Significant financial oversight as part of the role, managing an annual budget of circa £130m.
- Planning will be over a multi-year horizon.

Role Purpose

This role is a member of the Corporate Management Team providing system leadership which ensures a “One Council” approach, maximising the use of available resources for the benefit of Bradford’s communities and residents. The role is critical to the transformation of the organisation and will provide corporate leadership, direction, and insight to shape and develop a council which drives inclusive growth and where partnership and collaboration is at the heart of everything.

The role leads a Directorate and is accountable for the delivery of Culture, Leisure, Sports, Neighbourhood and Community Services, Waste, Environmental Services, Fleet and Air Quality services which represent a large and diverse portfolio, delivering high-profile front-line services to the residents of Bradford.

Corporate Accountabilities

As part of the Corporate Management Team, actively shape corporate strategy and ensure that the vision and priorities set out in the Council Plan and Improvement Plan are delivered. At the same time work with peers on cost cutting programmes and leading local initiatives to understand whether costs can be reduced or services reshaped so that the Council drives economic growth, builds safe, strong and active communities and helps provide children with the best start in life.

Ensure the directorate uses all available resources in the most efficient and effective way that represents excellent value for money, managing Directorate budgets and ensuring services are rigorously reviewed to see if they can be delivered in a more cost effective and streamlined way, whilst also considering the potential for service improvements.

Inspire, motivate, and develop leaders and staff, to create a Council that is a great place to work which reflects the communities we serve and enables our people to perform at their best to deliver accessible and excellent services to residents.

Lead and model continuous improvement in the Council through considerable change and transformation across services, while ensuring continuity in performance, financial stability and ensuring statutory obligations are met.



Main responsibilities

Lead the transformation, management and continuous improvement of all place operations across the district to contribute to the council's financial sustainability ambitions as well to the economic growth and development of Bradford.

Ensure all services are modern, efficient, deliver best value and provide high quality services to residents and provide regular performance reporting for CMT which evidences service improvement.

Lead the Council's Air Quality programme, working collaboratively with the Executive Director, Growth & Regeneration.

Lead the development and implementation of Council's environmental strategies covering energy use, resource utilisation and purchasing to secure performance improvement.

Lead the collaboration with the Environment Partnership to further the District Wide Environmental Strategy and influence its implementation.

Lead the development of the Council's policies for sustainability, collaborating with partners to achieve improvement in the district and also shaping and influencing sustainable development in the Yorkshire and Humber region.

Ensure that effective disaster recovery plans and business continuity arrangements are in place and regularly reviewed to take into account a range of events.

Knowledge / Experience

Seasoned professional in Place Operations in a large and complex local authority, with a breadth of understanding of all areas that the role covers.

Degree and post graduate qualifications in relevant disciplines, and/or leadership and management qualifications.

Ability to work effectively with the Executive and all Elected Members.

In-depth understanding of regulations/legislation and best practice within their area of specialism and the wider sector. Understanding of national and local government developments, policy, and emerging trends.

A demonstrably successful track record of working collaboratively with trade unions to implement large and complex transformational change.

Significant experience of leading diverse and multifaceted teams at a senior level, bringing activities together to achieve an aligned objective.

Experience of working with key stakeholders including other public bodies and government.

Excellent commercial acumen and financial management skills.

Terms of appointment

Salary

The salary band for this role is £159,862 to £167,495 per annum on a full-time permanent basis.

Location

The Council's main offices are located at City Hall, Centenary Square, BD1 1HY. All our staff can request flexible working such as a change of hours or working pattern.

Leave

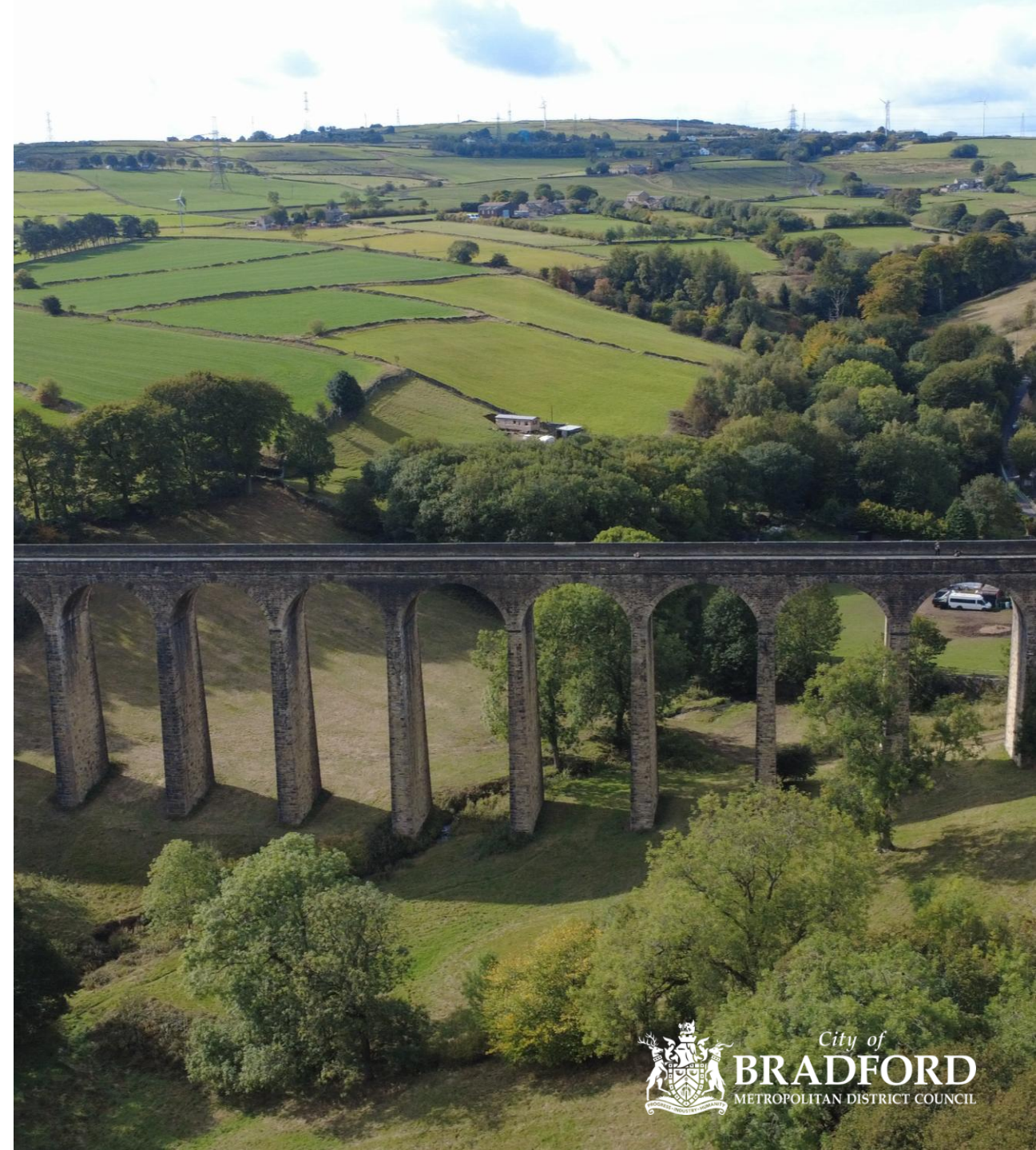
Various types of leave are available to staff depending on the circumstances including Maternity Leave, Paternity Leave, Shared Parental Leave, Adoption Leave and Fostering Leave. We also offer a generous amount of annual leave which can increase after 5 years service.

Pension

When you commence employment with the Council, you will immediately become a member of the West Yorkshire Pension Fund. Under current regulations it is possible to opt out within the first three months.

Other Benefits

We also offer a wide range of other benefits including an Annual Travel Card, Cycle to Work Scheme and Employee Health and Wellbeing Service. Click [here](#) to see what else is available.



How to apply

We hope you will consider making an application. To make an application, please visit the [Starfish Website here](#) and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

City of Bradford Metropolitan District Council is an equal opportunities employer with certified Disability Confident status. As such, we are committed to making any necessary reasonable adjustments to remove barriers for candidates. To assist us, please clearly state which adjustments you may require in your application. Should you wish to submit your application under the Disability Confident Scheme, please indicate this in the appropriate field in the application portal.

Key Dates

Closing Date for Applications	Sunday 26 th April 2026
Longlisting	29 th April 2026
Technical Interviews	8 th May 2026
Shortlisting	14 th May 2026
Final Panel	w/c 25 th May 2026

