

Job Description and Person Specification

Job details

Job title: **Director – Highways, Waste and Environment**
Reports to: **Executive Director – Place and Economy**
Directorate and Service area: **Place & Economy**

Purpose of the job

To provide strategic leadership and direction for the Council's Highways, Waste and Environmental services, ensuring delivery of statutory duties, corporate priorities and place-based outcomes. The role will lead integrated strategies, commissioning and service delivery models that support safe infrastructure, sustainable waste management and high-quality environmental outcomes for residents and businesses across North Northamptonshire.

Principal responsibilities

1. Provide strategic leadership across Highways, Waste and Environment services, translating national policy, statutory requirements and Council priorities into coherent strategies, plans and delivery programmes.
2. Lead the development and delivery of integrated highways, transport and active travel strategies, ensuring safe, resilient and sustainable road networks and supporting decarbonisation and carbon reduction objectives.
3. Provide strategic leadership for waste management and recycling services, including waste collection, disposal and future infrastructure solutions, ensuring value for money, high performance and environmental compliance.
4. Lead environmental services including all the functional areas and regulatory functions to include grounds maintenance, arboriculture, local nature recovery strategy, country parks, parking & traffic enforcement, and fleet services, ensuring effective delivery of policy, statutory duties and service standards that protect public health, communities and the natural environment.
5. Oversee the commissioning and management of high-value, high-risk contracts across highways, waste and environmental services, ensuring robust governance, performance management and continuous improvement.
6. Lead capital programmes and integrated work programmes within Highways, Waste and Environmental services, ensuring delivery to time, budget and agreed outcomes, with proactive risk management.

7. Drive service transformation and modernisation, including the transition from legacy council arrangements, embedding efficient, outcome-focused and customer-centred service delivery models.
8. Develop and embed a strong performance and commissioning culture, ensuring clear accountability, performance monitoring, service improvement and achievement of agreed outcomes.
9. Ensure effective financial leadership, including management of budgets, delivery of the Medium-Term Financial Plan, and the application of commercial judgement to secure sustainable, cost-effective services.
10. Provide strategic leadership and management of staff, fostering a positive organisational culture, strong employee engagement, workforce development and high professional standards.
11. Build and maintain effective partnerships, working collaboratively with elected members, neighbouring authorities, government bodies, contractors and other stakeholders to deliver shared priorities and regional approaches.
12. Provide clear advice and assurance to elected members and senior leadership, contributing to committees, boards and decision-making processes, and ensuring compliance with statutory, regulatory and governance requirements.

General responsibilities applicable to all jobs

1. Demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.
2. Comply with the Council's policies and procedures including (but not limited to) safeguarding, financial regulations, promotion of equalities, customer care, agreed audit actions and health and safety (ensuring that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons).
3. Understand the Council's commitment to Corporate Parenting and take responsibility to support this commitment. Enable the council to be the best corporate parents possible to children and young people in our current and previous care.
4. Carry out any other duties which fall within the broad spirit, scope and purpose of this job description and which are commensurate with the grade of the post.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

Person Specification

Attributes	Essential criteria	Desirable criteria
Education, Qualifications and Training	<p>Degree or equivalent professional qualification in a relevant discipline (e.g. highways, transport, civil engineering, environmental services, waste management, public administration), or significant equivalent experience.</p> <p>Evidence of continuous professional development relevant to senior leadership in complex service areas.</p>	<p>Postgraduate qualification or recognised professional membership related to highways, transport, waste, environmental services or leadership.</p> <p>Formal leadership or management qualification.</p>
Experience and Knowledge	<p>Significant senior leadership experience within a large, complex organisation, preferably within local government or the wider public sector.</p> <p>Extensive experience of strategic leadership across highways, waste and/or environmental services, including delivery of statutory duties.</p> <p>Proven track record of leading complex service transformation and change programmes.</p> <p>Experience of managing large budgets and delivering services within tight financial constraints.</p> <p>Strong understanding of commissioning, contract management and governance of high-value services.</p> <p>Experience of working successfully within a political environment, providing balanced and evidence-based advice to elected members and senior leaders.</p> <p>Knowledge of relevant national policy, legislation and regulatory frameworks impacting highways, waste and environmental services.</p>	<p>Experience of working collaboratively with neighbouring authorities or regional partners.</p> <p>Experience of leading large-scale infrastructure or capital programmes.</p>
Ability and Skills	<p>Strong strategic thinking and analytical skills, with the ability to translate policy and legislation into effective delivery.</p> <p>Excellent leadership and people-management skills, with the ability to motivate, develop and engage high-performing teams.</p>	

Attributes	Essential criteria	Desirable criteria
	<p>Highly developed communication skills, including the ability to present complex and sensitive issues clearly to a range of audiences.</p> <p>Strong influencing, negotiation and partnership-working skills.</p> <p>Proven ability to manage risk, performance and change in complex operational environments.</p> <p>Ability to prioritise competing demands, work under pressure and meet deadlines.</p> <p>Sound financial acumen, including the ability to apply commercial judgement to achieve value for money.</p>	
Equal Opportunities	<p>Demonstrable commitment to equality, diversity and inclusion.</p> <p>Ability to promote inclusive leadership, fair access to services and positive employee relations across all areas of responsibility.</p>	
Additional Factors	<p>Displays visible, credible and inclusive leadership with a collaborative approach.</p> <p>Demonstrates strong personal integrity, resilience and accountability.</p> <p>Customer-focused and outcome-driven, with a commitment to delivering high-quality public services.</p> <p>Open to innovation, receptive to challenge and committed to continuous improvement.</p> <p>Politically astute, with sensitivity to organisational context and stakeholder perspectives.</p> <p>Ambitious, forward-thinking and motivated to make a positive impact on place and communities.</p>	

Attributes	Essential criteria	Desirable criteria
	<p>Willingness and ability to attend meetings outside normal working hours as required.</p> <p>Ability to work flexibly in response to service demands, emergencies and changing priorities.</p> <p>Politically restricted post: ability to comply with the requirements of the Local Government and Housing Act 1989.</p> <p>Strong personal resilience, integrity and commitment to public service values.</p>	