

Senior Leader Post Specification

Post Specification - Key Information

- **Post Title:** Director of Highways, Transport and Infrastructure
- **Date:** 05/05/2026
- **Tier Level:** Tier 3, Level 2

Purpose of this Post

As a member of the Senior Leadership Team, the role holder will provide leadership, direction and insight to shape and develop a high performing, efficient, enabling and fair Council.

The role holder will provide visionary, strategic and operational leadership for all Highways, Transport and Infrastructure services, ensuring the Council delivers safe, reliable, resilient and futureproof networks, assets and systems that enable people, places and the economy to thrive across Westmorland and Furness.

Working closely with Cumbria Combined Authority, they will shape long term strategy, investment, policy and service design across highways, transport and infrastructure functions, ensuring they are modern, efficient, environmentally responsible and aligned with wider corporate priorities for thriving places, sustainable growth and community wellbeing.

The post will lead major transformation and modernisation across all highways related services; strengthen organisational capability and resilience; and ensure that statutory responsibilities, major projects, public safety requirements and asset management duties are met to the highest standards.

The role holder will champion innovation, strong partnerships and integrated approaches across the Council, the region in conjunction with the Combined Authority, and with national bodies, enabling high quality outcomes for residents, communities and businesses.

Key Job Specific Accountabilities

- Be an active member of the Senior Leadership Team, supporting the Corporate Management Team to shape and develop an innovative, ambitious and inclusive Council, providing strategic leadership across all Highways, Transport and Infrastructure services, setting clear direction, driving long term planning, and ensuring these functions are modern, efficient, resilient and fully aligned with the Council's corporate priorities. This includes stewardship of major assets, planning and policy, multimodal transport, network management, community mobility and climate resilient infrastructure.
- Act as the Council's strategic lead for its duties as Highway Authority, Traffic Authority and Lead Local Flood Authority, ensuring statutory compliance, network safety and effective risk management.
- Ensure the safe, reliable and sustainable operation of Westmorland and Furness' transport and highways networks, overseeing highways asset management and delivery, maintenance, inspections and safety regimes, winter services and severe weather response, street lighting and electrical assets, traffic management and network coordination, parking services and enforcement, street, road and wayfinding signage, flood and coastal risk management, and the resilience of critical infrastructure. Lead the development of evidence-based investment

plans, capital programmes and lifecycle strategies that support public safety, economic vitality and community wellbeing.

- Provide strategic leadership for flood, water and coastal risk management, ensuring statutory duties are met and that infrastructure and communities are resilient to climate change and extreme weather.
- Working closely with the Cumbria Combined Authority and wider partners, shape and champion an integrated approach to transport across the area, shaping and supporting strategy development and partnership working for rail, bus, community and sustainable transport. Promote active travel, improved public transport connectivity and modal shift, embedding low carbon, inclusive and accessible transport choices across urban, rural and coastal communities.
- Drive modernisation, transformation and continuous service improvement across all service areas, strengthening digital capability, customer experience, operational efficiency and system-wide collaboration. Ensure the service adapts to emerging challenges, including climate change, changing travel behaviours, national policy shifts and financial pressures, while meeting statutory duties and regulatory requirements.
- Develop high performing leadership and operational teams, building an inclusive, accountable and learning culture that supports professional excellence, innovation, staff wellbeing and organisational resilience. Ensure effective workforce planning, succession development and capability building across all service areas.
- Ensure that transport and infrastructure strategies are fully integrated with spatial planning, regeneration, economic development and long term placemaking across Westmorland and Furness. Working in close partnership with the Cumbria Combined Authority, build strong and influential relationships with national transport agencies, operators, infrastructure bodies, emergency services, local partners, regional networks and communities. Use these partnerships to shape strategy, secure investment, influence policy and deliver improved outcomes for residents, businesses and visitors.
- Provide strategic oversight of commissioning, procurement, major contracts, capital and infrastructure planning to ensure quality, performance, innovation and value for money in service planning and delivery.
- Develop and monitor service budgets and support identification and delivery of savings, income generation and contract efficiencies so that services are financially sustainable.
- Provide strong performance and assurance oversight across all service areas, establishing robust service plans, performance frameworks and reporting mechanisms that ensure statutory and or regulatory compliance, high-quality service delivery, transparent decision making and continuous improvement.
- Support Cabinet and Members as the Council's principal advisor on Highways and Transport providing clear professional insight, strategic guidance and evidence based recommendations to inform decision making and policy development.

- Actively promote high standards of health, safety and wellbeing across the service and wider Council, sharing areas of best practice and challenging areas of concern.
- Provide leadership in risk management, emergency response and business continuity both corporately and as part of your directorate, being available for response rotas as required.

Knowledge / Skills / Experience required

- Extensive senior leadership experience within large, complex highways, transport or infrastructure related organisations, with accountability for major statutory services and large operational teams.
- A deep understanding of highways asset management, transport policy, engineering, resilience, risk and the wider economic, environmental and social context in which these services operate.
- Proven experience delivering large-scale infrastructure programmes, capital schemes, commissioning and complex multi-agency initiatives that improve compliance, safety, service quality and environmental outcomes.
- Strong political and organisational acumen, with a proven ability to work collaboratively across the Senior Leadership Team and wider organisational boundaries, advising Elected Members and shaping whole-council priorities. Able to build consensus across services, partners and stakeholders, and to take a corporate, future-focused leadership perspective that aligns the Council's long-term aspirations with sustainable, effective service delivery.
- Demonstrable leadership of transformation and modernisation, including service redesign, digital and data adoption, customer experience improvements and performance frameworks that drive continuous improvement and value for money. Ability to lead and embed major transformation, service modernisation, digital innovation and continuous improvement at scale.
- Excellent financial and commercial acumen, with oversight of substantial revenue and capital budgets, major contracts and commissioning arrangements; robust governance, risk, assurance and performance reporting.
- Provide strong performance and assurance oversight across all service areas, establishing robust service plans, performance frameworks and reporting mechanisms that ensure statutory compliance, high-quality service delivery, transparent decision-making and continuous improvement.
- Significant experience of leading diverse and multifaceted teams at a senior level within a complex and diverse organisation, bringing activities together to achieve an aligned objective.
- Develop high-performing leadership and operational teams, building an inclusive, accountable and learning culture that supports professional excellence, innovation, staff wellbeing and organisational resilience. Ensure effective workforce planning, succession development and capability building across all service areas.
- Degree and post graduate qualifications (or willing to work towards a post graduate qualification if not already gained) in relevant disciplines, and/or leadership and management qualifications with demonstrable continuing professional development.

Context and Scope

Westmorland and Furness Council is still a relatively new unitary authority and continues to evolve as it embeds its structures, ways of working and organisational culture. The Council has moved beyond its initial transition phase and is now focused on maturing as a modern, agile and inclusive organisation that delivers excellent services and improved outcomes for residents and communities.

The Council is undertaking a sustained transformation programme to ensure services are designed and delivered in ways that are efficient, future-focused and responsive to local needs. This includes

modernising systems and processes, enhancing digital and data capabilities, developing a skilled and flexible workforce, and adopting approaches that support prevention, sustainability and long-term financial resilience.

The post holder will play a central role in this next phase of organisational maturity. They must be able to lead confidently through ongoing change, balancing the need for stability, safe delivery and strong governance with the ambition to innovate, modernise and embed new approaches. They will need to foster collaboration across services, directorates, partners and communities, helping the organisation shift from integration to genuine transformation.

As a senior leader, the post holder must ensure that the Council's plans, strategies and service models continue to evolve in response to changing local needs, resident expectations, national policy, regulatory requirements and the wider economic and environmental context. They must be comfortable navigating complexity and ambiguity, building confidence across teams and partners, and driving improvement, inclusion and long-term sustainability.

Traits, Motives and Competencies

People-Centred, Needs-Led Leadership

- Apply needs-led leadership to service design and day-to-day delivery.
- Use resident insight, data and feedback to adapt services.
- Promote inclusive, compassionate practice within teams.

Integrity, Accountability & Trust

- Model honesty, openness and fairness in operational leadership.
- Ensure team-level accountability for delivery and compliance.
- Build trusted relationships through consistent, ethical behaviour.

Strategic Clarity & Purpose

- Translate strategic objectives into clear service-level plans.
- Communicate priorities and expectations to teams effectively.
- Align resources to deliver agreed outcomes.

Collaborative System Leadership

- Build effective multi-agency collaboration in service delivery.
- Share insight and learning openly across teams.
- Contribute to coherent cross-council working.

Innovation, Digital & Improvement Mindset

- Apply digital tools and improvement methods to operations.
- Encourage innovation within teams and support new ways of working.
- Learn from mistakes and embed improvements into everyday practice.

Delivering Outcomes, Performance & Financial Stewardship

- Deliver measurable outcomes and monitor service performance.
- Manage budgets effectively and identify efficiencies.
- Use data to drive improvement and strengthen prevention.

Resilience, Adaptability & Personal Leadership

- Maintain team resilience during operational pressures.
- Demonstrate self-awareness and commitment to personal development.
- Support team wellbeing and psychologically safe environments.