

ROLE PROFILE

Job Title	Director for Planning, Environment and Regeneration
Pay scale and spinal points	<i>TBC</i>
Reports to	Chief Executive
No. of staff responsible for	<i>TBC</i>
Budget responsibility (£)	<i>TBC</i>

Role Summary

To provide strategic leadership of the Council’s corporate approach to the planning, environment and regeneration agenda for Barnet. The portfolio incorporates all aspects of the environment, planning, economic development, regeneration, community safety, transport and highways and has corporate responsibility for strategic service commissioning for these areas.

The post must also ensure the cost effective and optimal delivery of a range of frontline services which will improve the environment across the borough. Critical to success is ensuring that the cross cutting themes of environment, planning, urban renewal, sustainability, transport, engagement and social inclusion are fully embedded so that the economic, social and environmental wellbeing of residents and communities is promoted, maintained and protected.

The post holder will represent and advocate the Council’s perspective on the elements of the portfolio to national and regional bodies, engaging with a wide variety of partners and stakeholder thus ensuring that the Council’s approach is coherent and well articulated.

Role Accountabilities

- To radically transform the way in which services are delivered through the creation of integrated, new delivery models which deliver and drive value for money, high quality, customer focused services.
- Scope, define, commission and procure the most appropriate range and configuration of core services encompassed within the planning, environment and regeneration portfolio consistent with Council’s strategic change agenda and its commitment to creating a clean, green and safe environment.
- Lead the development of high quality spatial, economic and planning services and thereby ensuring that planning services and land use takes proper account of local needs so as to deliver maximum benefit to the boroughs communities.

- Deliver through the provision of high quality development management, urban renewal, planning, building control and environmental health policy, services to protect and enhance the physical environment of people who live and work in the borough.
- Drive and support the organisation's aspirations of delivering high quality sustainable growth, creating the conditions for a vibrant local economy whilst protecting the high quality of Barnet's suburban communities.
- Build and maintain effective relationships with funding agencies, commercial developers, landowners and housing associations, to ensure the borough is able to secure a sustainable supply of affordable housing for its residents, in line with local, regional and national priorities.
- Lead the development of ever more effective, efficient and environmentally sensitive transport and highways services, including the development of key strategies and policies to meet Council's goals, priorities and statutory requirements; ensuring the delivery of transport and highways operational services including the performance of major operational contracts.
- Develop the Council's waste and recycling strategy, delivering mechanisms and the community involvement in the development of waste and recycling services, to ensure the Council delivers effective, locally determined, community-focused outcomes that promote citizen choice, responsibility and well-being and drive forward long-term behavioural change.
- Minimizing the negative financial implications of the changes in Landfill tax. Deliver waste operations services including the performance of any relevant major operational contracts.
- Develop a commercially sound Parking Strategy, which balances income generation needs and traffic management benefits with public and member opinion and the requirement for the service to be financially sustainable.
- Ensure the protection and improvement of the Borough's green spaces, balancing the needs of residents with value for money, in order to support achievement of the Council's 'Clean, Green and Safe' and 'Health and Well-being' priorities
- Develop approaches to dealing with street scene, ensuring high quality, clean and safe street environment for residents.
- Build and maintain effective partner relationships to develop and deliver the Crime and Disorder Reduction Strategy with Borough partners and ensure the effective operation of related services (e.g. CCTV, anti-social behaviour services).
- Lead the development of service plans for the planning, environment and regeneration portfolio based on the principles of enablement, localisation, citizen choice and value for money, to ensure the Council meets its statutory obligations, corporate targets and achieves required efficiency savings

- Work with Members and Officers so that they are fully aware of relevant legislation, regional priorities and developments, so that all decision-making and resource deployment is aligned to the broader context to the Council's aspiration to achieve outstanding standards of service provision, with the necessity to deliver front line services to customers for excellent value for money.

Corporate Accountabilities

- Participate in the leadership and management of the Council contributing to the strategic plan, budget and policy framework as a member of the Corporate Management.
- Ensure that resource management and financial planning are at the heart of strategic decision making so that services are delivered as efficiently and effectively as possible and the Council's long term financial viability is assured.
- Oversee and drive organisational modernisation in line with the transformation agenda to support delivery of efficient, high quality services which enable citizen choice and a 'One Barnet' approach.
- To work with, and manage relationships with stakeholders, other authorities, partner organisations and other agencies to enhance the Council's performance, reputation and image externally ensuring key strategies are delivered efficiently and that Council resources are managed strategically and effectively.
- Lead the development and maintenance of effective working relationships with key external stakeholders in the public, private and voluntary sectors, to optimise opportunities for delivering services in partnership or via shared service arrangements and take forward the 'one public sector' approach.
- Provide clear, strong and motivational leadership to create a high performance culture, both across the Council and within the directorate that drives continual improvement, efficiency savings and high levels of citizen satisfaction.
- To lead and manage the Department such that it meets its statutory obligations, and achieves value for money for the residents of Barnet, in order to maximise the effectiveness of the Department and the Council as a whole
- Act as the Council's chief advisor to cabinet and other stakeholders on all areas of the planning, environment and regeneration portfolio ensuring the Council delivers high quality, cost effective and citizen-focused services that promote clean, green, safe, healthy and happy communities.
- Work in partnership with the Commercial Director to evaluate, commission and implement options for the delivery of services to ensure all contracting arrangements are aligned with the principles of the Council's strategic change agenda, statutory requirements, corporate objectives and value for money criteria.

- Manage the financial, human and other resources efficiently and effectively, ensuring there are sufficient available to discharge the Directorate's functions in line with published priorities, performance standards and budget requirements.

These duties are neither exclusive nor exhaustive and the post holder may be expected to undertake other duties and responsibilities as directed by the Chief Executive.

Key Competencies

Strategic innovation – Leads strategy development for the Directorate and actively participates in defining Council wide strategy. Creates an environment with facilitates and promotes the identification of innovative solutions to challenges and opportunities.

Change leadership - Sees and describes better outcomes and processes. Engages and helps others to achieve improvements.

Partnership working - Promotes trust, purpose and collaboration internally and with key external partners. Provides effective community leadership.

Organisational awareness – Is politically astute and demonstrates the ability to understand diverse interest groups and power bases within Council, partner organisations and the wider community, and the dynamic between them, so as to lead/support services more effectively.

Impact and influence – Influences stakeholders to achieve desired outcomes and drive positive change.

Citizen focus - Drives to improve performance for internal and external customers and improve service users' quality of life.

Continuous improvement - Committed to finding new and creative ways to improve performance and the value delivered to both internal and external customers.

Commercial acumen – Continually scans the environment to spot and drive through opportunities on the basis of calculated commercial risks and benefits.

Delivering value for money – Ensures that services are delivered in an efficient and cost effective manner that delivers maximum value for money.

Key knowledge, skills and experience

- Significant post-qualification experience gained either in the public, private or voluntary sector, including experience of operating at a senior management level in a large complex organisation. This will include extensive senior management experience of leading, negotiating and influencing large-scale regeneration projects or demonstrable project management expertise in a related area.

- Extensive experience and delivery of strategic planning, including statutory obligations within local or central government or private sector, with demonstrable and proven record of achievement in same. This will include experience of developing and implementing planning, commissioning and performance frameworks in a multi-disciplinary and partnership environment
- Demonstrable and successful track record of developing, implementing and delivering significant sustainability strategies and outcomes in the areas of land use, waste, transport, regeneration, growth and planning.
- Evidenced results of setting and delivering a clear vision for the redirection of front line resources and services.
- Significant experience of managing large scale projects in relation to urban renewal and regeneration.
- Ability to build broad networks and partnerships across the public, private and voluntary sectors, at borough, regional and national level. Significant analytical skills and clear strategic thinking is required to provide complex advice that balances competing environmental, social and economic considerations in a joined-up, clear and sensitive manner.
- Excellent leadership, and finance and people management skills, preferably in an environment of delivering complex changes to services.
- Experience of having worked at a senior level in a political environment, skills in understanding and responding to different perspectives and taking a cross-organisational perspective.
- Strong negotiation and influencing skills to ensure that others co-operate in the achievement of corporate objectives.
- High levels of commercial acumen.
- Proven track record of success in a front-line service delivery environment.
- Understanding key local government politics, political structures and culture.
- Ability to think critically and analytically to draw sound conclusions on the basis of complex data.
- Able to promote co-operation across different functional areas for the benefit of the corporate agenda.