

APPOINTMENT OF STRATEGIC DIRECTOR, REGENERATION AND ENVIRONMENT DIRECTORATE

ROLE CONTEXT

Background

Following the Government's intervention in February 2015, after a number of reports highlighted serious failings across Rotherham Metropolitan Borough Council in the aftermath of its child sexual exploitation scandal; it was announced in September 2018 that full democratic control of all services has now been returned to the Council. This means that all decision making has now been returned entirely to democratically elected councillors and the departure of the Government-appointed Commissioners.

The announcement made by the Secretary of State for the Ministry of Housing, Communities and Local Government, has come six months earlier than originally expected. Rotherham Metropolitan Borough Council has made rapid and significant progress on its improvement journey, which is clearly demonstrated by the expedited return of our powers. This is testament to the hard work and commitment of the Council's employees and new Senior Leadership Team, now in their third year. This announcement comes on the back of the Council's "Good" Ofsted report for Children's Services earlier in the year. That our Children's Services have been transformed has been a critical indicator of the changes that we have made.

Rotherham Metropolitan Council continues to face the same significant challenges as those faced by wider Local Government. However, we have a firm foundation for a new era of modern Local Government in Rotherham as we continue to focus on constantly improving outcomes for all our residents and stakeholders.

The Regeneration and Environment Directorate is committed to delivering services for Rotherham which focus on economic regeneration whilst at the same time ensuring we keep neighbourhoods safe, clean, green and well maintained. The Directorate is reforming its approach to delivering these services through a review and restructure of the resources at its disposal to ensure these services are delivered in a flexible, efficient and sustainable way. The Directorate supports the economic growth of the Borough by working with our partners on the Business Growth Board to deliver the 10 year Economic Growth Plan, producing a Cultural Strategy for the Borough which supports the economic growth agenda and delivery on key, major regeneration projects including the Town Centre regeneration (e.g. Forge Island), Gulliver's, Higher Level Skills Centre, Advanced Manufacturing Park/Advanced Manufacturing Innovation District (AMID), transport interventions, key housing developments and playing an influential role in the Sheffield City Region.

Role objectives

The post is based in our Regeneration and Environment Directorate, which employs 1279 staff and has a budget of £41 million per annum. Within the service, three Assistant Directors each lead a portfolio of work as follows:

- Planning, Regeneration and Transport
- Culture, Sport and Tourism
- Community Safety & Street Scene

As Strategic Director, Regeneration and Environment you will lead this large and diverse range of services working to transform the landscape of Rotherham for the future. We are successfully bringing forward exciting regeneration schemes and working with education and business to ensure our workforce has the skills our businesses need as well as creating 10,000 new jobs in Rotherham as part of our economic development strategy. Critical to Rotherham's revival will be to ensure that we have a strong voice within the Sheffield City Region, as well as the resources and expertise to secure funding and deliver successful schemes.

At the same time, we are working to make Rotherham a safer and cleaner place for all. You will lead our prevent agenda and take a wider role in embedding community safety across the Council.

Our new approach to licensing has received national profile and recognition. You will ensure that the standards established are rigorously enforced.

Equally important will be ensuring that our key universal services are transformed to deliver consistently high quality and value for money including considering all methods of delivering our services. The quality of the environment in Rotherham is important to our residents and businesses and potential inward investors. We want to be proud of the way Rotherham looks and feels and we would expect you to have a close hand on how effective our operational street services are. Exceptionally important in that equation is how safe our community feels particularly with understandable fears about child sexual exploitation and the safety of our young people. You will lead our prevention agenda and take a wider role in embedding community safety across the Council, working strategically with colleagues in South Yorkshire Police. This is one of the Council's top priorities. We are raising the profile of our culture, tourism and sport services as they will be a key lever in our regeneration of Rotherham and in areas such as public health and civic pride in our Borough. Good links with public health are already in place.

The candidate

In addition to the qualities and experience detailed in the person specification, the unique nature of our circumstances calls for a special blend of attributes to deliver the role objectives.

Our new Strategic Director, Regeneration and Environment will be able to demonstrate:

- High levels of energy and the ability to work at pace in a sustained way
- Infectious and unwavering levels of enthusiasm
- Passionate about people – you will be excited by the opportunity to build teams, repair morale & create a culture of customer focused excellence
- An honest and straightforward approach
- Personal accountability and integrity appropriate to rebuilding fractured relationships with both Councillors and partners
- Professional collegueship - recognising there are appropriate ways to behave and modelling these behaviours in the conduct of all relationships with colleagues
- Imagination - the vision and innovation to imagine new and improved approaches
- Empathy - being able to understand somebody else's point of view
- Political sensitivity and judgement– understanding how best to operate in a complex environment of Commissioners, Councillors and Officers

Job Profile**Strategic Director
Regeneration and Environment
Grade EXD**

The post holder will provide the strategic lead for the Regeneration and Environment Directorate and as a member of the Senior Leadership Team (SLT); work corporately with Elected Members to ensure the Council's vision, priorities and values are actively promoted and made a reality.

Key Areas of Responsibility:

1. Provide strong leadership to ensure the efficient and effective delivery of a portfolio of services within the resources available and in line with priorities and financial targets agreed by Elected Members
2. Develop and foster effective working relationships with partners and stakeholders to ensure the provision and delivery of joined up services
3. Lead, support and encourage innovative and creative approaches to service delivery, translating into challenging and ambitious targets that ensure best practice/best value
4. Lead on key corporate reviews, organisational development and Council wide/cross departmental strategies, projects and policies
5. Lead on performance improvement and ensure the performance and development of others is managed effectively, including delegation and levels of accountability
6. Provide advice and guidance to Cabinet on political agendas/strategic issues and service impact and assist Elected Members to formulate and review service policies
7. Develop and support relationships with government and professional bodies to represent and promote the Council's interests and influence on national policy on the services within the portfolio of the post
8. Ensure a risk management culture, which does not stifle innovation, is embedded within the directorate and involve Elected Members in determining key risks and responses
9. Take overall responsibility for Directorate responses to borough emergencies including participation in a stand by rota for the role of Borough Emergency Co-ordinator
10. Provide executive support, assistance and deputising function to the Chief Executive
11. Lead, manage and develop heads of the directorate's services, ensuring delivery of management accountabilities through appropriate delegation

Specific Portfolio

- Planning, Regeneration and Transport
- Community Safety and Street Scene

- Culture , Sport and Tourism

The post is politically restricted (Local Government and Housing Act 1989, as amended).

Person Profile	Strategic Director Regeneration and Environment Grade EXD	E/D	Assessment Rating
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E = Essential D = Desirable * indicates shortlisting criterion

1. Key Areas of Knowledge and Experience

Significant experience of leading a senior management team which comprises of a diverse group of professionals in a comparable and complex organisation	E*	
Successful and consistent achievement in corporate management and strategic policy formulation at least as a Chief Officer/Senior Officer/Senior Manager in a local authority or other large complex organisation	E*	
Extensive experience of the management and control of large complex budgets within tight financial limits	E*	
Working successfully in a political environment and of developing effective working links with Elected Members	E*	
Thorough understanding of the legislation, issues and agendas facing local government, including inspectorate regimes, frameworks etc.	E	
Proven track record of achievements in partnership and joint working with external bodies, business, the community and statutory or non-statutory bodies	E*	
Experience of applying risk management in setting strategy and in identifying and managing principal risks to achievement of objectives	E	
Significant and successful involvement through the media in the promotion and maintenance of the corporate reputation of an organisation	E*	

2. Qualifications

NQF Level 7 qualification e.g. Post Graduate Certificates and Diplomas with extensive experience in the relevant specialist area and other related areas of work, or a wider range of areas Or Evidence of the equivalent level of knowledge gained through work experience	E*	
Management/Leadership qualification	D	
Evidence of continuing professional development	E	

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3. Key Skills			
Communication (Level 6)			
<ul style="list-style-type: none"> • Exchanges wide ranging complex and contentious information with different sets of people, orally and in writing in an effective, engaging and persuasive manner • Delivers well-structured communication to different people and uses a range of influencing skills effectively • Uses effective negotiation skills and deals with potential conflict • Produces highly complex reports/documents to suit the needs of the audience 	E		
Decision Making (Level 8)			
<ul style="list-style-type: none"> • Makes decisions on a very wide range of issues which may involve several work areas and where a number of options exist • Deals with complex decision making involving high risk consequences 	E		
Problem Solving (Level 6)			
<ul style="list-style-type: none"> • Uses an analytical approach to solve very complex situations or problems • Analyses and interprets very varied and highly complex information from several sources • Uses lateral or creative problem solving where there is little precedence to draw on or a high level of uncertainty exists • Develops long-term solutions and strategies 	E		
4. One Rotherham Values			
Honest Open and truthful in everything we say and do	E		
Accountable We own our decisions, we do what we say and we acknowledge and learn from our mistakes	E		
Respectful We show regard and sensitivity for the feelings, rights and views of others	E		
Ambitious We are dedicated, committed and positive, embracing change with energy and creativity	E		
Proud We take pride in our Borough and in the job that we do	E		

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5. Additional Leadership Skills			
Leading the Council/Directorate: <ul style="list-style-type: none"> • Political sensitivity and sound judgement– understands how best to operate in a complex environment of Commissioners, Councillors and officers • Personal accountability and integrity appropriate to supporting the Chief Executive and Chief Officers in rebuilding fractured relationships with both Councillors and partners • Maximises the potential to work alongside partner agencies to deliver shared outcomes within the city region. • Able to work with Members, Chief Executive and other Chief Officers to shape the strategic direction of the council and focus on the longer term and outcomes. 		E	
Leading People: <ul style="list-style-type: none"> • Empathy - is able to understand somebody else’s point of view • Passionate about people and excited by the opportunity to build teams • Communicates effectively and persuasively (orally & in writing), including explaining complex and contentious information • Knows their audience (including customer needs/expectations) and responds to achieve understanding and consensus, including media management • Infectious and unwavering levels of enthusiasm, inspiring and motivating others • Optimistic: manages set back with resilience 		E	
Leading Operationally: <ul style="list-style-type: none"> • Confident in making decisions involving complexity and high risk • Creative and proactive problem solver based on solid analysis and interpretation • On top of operational systems and detail with a preparedness to be 'hands on' when appropriate • Ensures effective performance management and well-defined programmes of work • Ensures financial, people, property and technology plans are sound and align to strategy • Understands required governance arrangements internally and with partners • High levels of energy and the ability to work at pace in a sustained way • Imaginative – has the vision and innovation to imagine new and improved 		E	

approaches <ul style="list-style-type: none"> • Uses customer needs analysis to determine commissioning options. 		
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Leading and Modelling the Culture: <ul style="list-style-type: none"> • Professional collegueship - recognises there are appropriate ways to behave and models these behaviours in the conduct of all relationships with colleagues • Operates democratically and transparently and encourages this in others • An honest, consistent, calm and straightforward approach • Constructively challenges performance • Demonstrates fairness and models how equalities impacts on community leadership, service delivery and employment when working with diverse communities • A focus on morale-building and a culture of customer-focused excellence 		E	
6. General Requirements			
Able and willing to work flexible hours when necessary		E	
Able to travel to various locations throughout the Borough within a reasonable timescale		E	
No serious health problem which is likely to impact upon job performance (that cannot be accommodated by reasonable adjustments)		E	
Good attendance record in current/previous employment (not including absences resulting from disability)		E	
NB: Health and attendance criteria will only be assessed following an offer of appointment. (Equality Act 2010)			
7. Statements Applicable to all Jobs			
All duties and responsibilities should be carried out in accordance with agreed Council policy and procedures, in particular those relating to: Environmental; Health and Safety; Equal Opportunities; Risk Management; Data Protection; Safeguarding and Financial Regulations.			
Safeguarding is everyone's business. All Council employees, elected members, contractors and volunteers share a responsibility, both corporately and individually, to ensure that every person is treated with dignity and respect and protected from others who may abuse them. We have a duty of care to safeguard and promote the welfare of children, young people and adults, and must raise any concerns without delay.			

Emergency Planning All employees will be required to undertake emergency planning duties commensurate with the grade of the post.

The job profile is an outline only and may vary from time to time without changing the character of the job or level of responsibility. The post holder must be flexible to meet the operational needs of the Council.

The person profile covers key areas of experience, knowledge, skills etc. Methods of assessment other than interview may be used (as appropriate to the job) to assess what a candidate can do and how they act in a specific area or situation. These include: ability test; work-related task; occupational personality questionnaire and presentation. Where this is the case, shortlisted candidates will receive details in advance of the selection process.

The One Rotherham Values and the additional Leadership Skills outlined in the person profile are the minimum standards of behaviour required for working at Rotherham MBC in any senior manager post and are assessed as part of the selection process. *They are not required to be addressed in the application form.*

This job and person profile has been prepared in accordance with the requirements of the Council's Equal Opportunities in Employment Policy. We undertake to make any "reasonable adjustments" to a job or workplace to counteract any disadvantages a disabled person may have. Disabled applicants who meet the essential shortlisting criteria will be guaranteed an interview. In the event of a large number of applicants meeting the essential criteria, desirable criteria or occupational testing may be used as a further shortlisting tool.

Certain posts may be deemed to be politically restricted in accordance with the terms of the Local Government and Housing Act 1989 (as amended). Where this is the case a separate notification will be provided.