

Strategic Director of Place and Enterprise



LEVEL:	Level 2 (Band A Impact Behaviours)
ACCOUNTABLE TO:	Chief Executive
SALARY:	£68,000 - £76,000
LOCATION:	Totnes / Tavistock / Agile

Job Purpose

The Strategic Director of Place and Enterprise will work closely with all other Directors across the Senior Leadership Team to lead strategic and operational activity across two Councils working together with a shared workforce. The role particularly focuses on our communities, housing, economy and commercial strategies, together with the Joint Local Plan to support the provision of much needed and affordable homes, as well as initiatives that support our economic wellbeing and our local businesses. There will be particular emphasis on building and maintaining relationships with external organisations, partners and stakeholders to promote the interests of our communities and influence the local, regional and national agenda. This role is key to deliver the Councils' corporate objectives by drawing in external funding to support place-shaping initiatives and respond to social, economic and environmental requirements whilst balancing the Councils' commercial interests with the interests of the local communities.

Role Profile

- Effectively manage the Councils' income streams to support the provision of much needed and affordable homes through our housing strategy, as well as initiatives that support our economic wellbeing and our local businesses.
- Identify and secure external funding to support place-shaping initiatives.
- Develop and implement strategies for investment of Council assets whilst maintaining a balance between the Councils' commercial interests with the interests of the local communities.
- Lead the Councils' response to climate change
- Build successful relationships with a range of stakeholders locally, regionally and nationally to grow existing, and implement new working partnerships.
- Provide dynamic and inspirational leadership across the organisation, driving a high performing, supportive culture that can be embedded at all levels.
- Responsible for significant delegated financial budgets and resources ensuring they are allocated effectively for the delivery of high quality services, achieving compliance with relevant policies and guidelines.
- Demonstrate a forward-thinking and commercial approach, effectively managing risk to reduce cost, create income generation opportunities and achieve inward investment.
- Translate future strategic demands into tangible and measurable policies and projects that add value whilst providing clear direction and credibly communicating the future vision.
- Lead a culture of continuous improvement within Place and Enterprise and across the Councils, effectively anticipating and responding to change and promoting a collaborative culture, sharing knowledge across the organisation.
- Harness innovation and creativity in service delivery models and champion development opportunities, to enrich the workforce and maximise engagement and productivity.
- Understand the demographic of our communities and ensure that this is central to service delivery and the style and culture of the organisation as a provider and employer.

The Senior Leadership Team

All Director roles, along with the Chief Executive, form the Senior Leadership Team (SLT) across both Councils which is collectively accountable for the following:

- ◆ Responsible for working effectively with Councillors, providing advice and support to set the direction and strategy of the Councils and communities.
- ◆ Ensuring the strategic priorities in the Councils' Corporate Themes are translated methodically and transformed into high quality, cost effective service delivery.
- ◆ Setting the working culture of the organisation; leading by example, role modelling the Councils' IMPACT behaviour framework and upholding the Councils values and ethics.
- ◆ Ensuring high performance and successful outcomes through the engagement of staff and effective organisation and deployment of resources to ensure delivery of easy to use services.
- ◆ Delivering efficient and effective ways of working with strong governance arrangements in place, whilst creating and promoting a culture of flexibility to respond effectively to shifts in priority.
- ◆ Demonstrating and promoting excellent internal and external communication; enhancing existing partnerships and creating pathways to build further positive relations within our communities and beyond to increase growth and development by generating income and reducing reliance on government grant and local taxes.
- ◆ Providing outstanding strategic leadership across the organisation; promoting economic growth, effectively managing assets and delivering the priorities in the Councils' Corporate Strategy to make a positive impact on the lives of local people.
- ◆ Empowering members of the Extended Leadership Team (ELT) by defining and expanding their areas of responsibility, ensuring a risk management culture to support their independence and flexibility.

Areas of Specific Responsibility

The Director of Place and Enterprise will be directly responsible for the following functions:

Joint Local Plan	Affordable Housing
Commercial Property and Assets	AONB
Strategic Planning	Town & Parishes Liaison
Neighbourhood Planning	New Income Streams
Salcombe Harbour	Dartmouth Ferry
Funding Applications & Grants	Representing SHWD Interests at Regional Level (HotSW, LEP, etc.)
Climate change response	Economic Development

In addition, and working closely with other Directors, the Director of Place and Enterprise will have indirect responsibility for aspects of:

Private Sector Housing/Housing Standards	Pollution, Antisocial Behaviour/Nuisance
Community Safety Partnership	Planning (DM)
Urban Fringe delivery team	Bio Diversity/S106/Community
Car parking (strategy)	Public Conveniences (strategy)

Person Specification

Impact Behaviours

The Councils have developed and adopted a behavior framework known as 'Impact'. The framework aims to enhance both individual and organisational performance by outlining measurable behaviours that describe how we need to perform our roles. All members of the Senior Leadership Team are expected to demonstrate Band A Impact Behaviours.

Experience/Skills – Essential

- Proven strength in communication and successful negotiation with a strong sense of business/commercial acumen.
- A successful track record as a senior manager, effectively managing resources in an organisation of equivalent size or larger than South Hams and West Devon Councils.
- Strong management skills, particularly in relation to people and performance.
- Success in terms of their contribution to the advancement and development of organisations through the formulation of key policies, corporate objectives, commissioning and strategy.
- Excellent track record in delivering successful, productive partnerships between organisations, across geographical, political or commercial boundaries.
- Appreciation and understanding of the dynamics of working in a complex, political environment and across two Councils
- Evidence of using personal influence to implement innovation in the delivery of services, service improvement or other areas of organisational performance.
- A commitment to quality, customer focused services and the benefits that flow from a corporate approach to service delivery.
- A track record of gaining traction with others, including peers to generate change and development in organisations.
- Thorough and pragmatic understanding of the dynamics between elected members and officers, decision-making in local authorities and the relationship between other agencies.
- Excellent written and verbal communication skills
- The ability to drive and motivate for change through effective leadership

Knowledge – Essential

Gained through a combination of professional qualifications and/or significant experience in related services, the core knowledge requirements for the role include:

- Solid knowledge of community initiatives with an understanding of the needs of the local communities and issues impacting on both a local and national level
- A good understanding of the management of external funding streams and income generation opportunities
- A good understanding of current policy and strategy impacting local government services, contract and project management