



Role Profile

Our Values and Behaviours

Calderdale Council should be a fulfilling and enjoyable place to work; we know this enthusiasm rubs off on our residents and customers, and we also recognise the crucial role each and every one of us plays in helping to achieve our goals. By demonstrating our core values and behaviours, you will lead by example to help us create the next generation of public services.

Role Details:

Role Title:	Director of Regeneration and Strategy
Directorate:	Regeneration and Strategy
Service:	N/A
Grade:	Director
Contract Details:	Permanent
Post Number:	TBC

Role Purpose:

To act as the Council's strategic lead for Regeneration and Strategy.

As a member of the Council's senior management team to drive forward Calderdale's long term vision.

Promote a Leadership style that fosters a culture of innovation, value for money, performance management and empowerment amongst teams and individuals.

Responsible for:

Head of Strategic Infrastructure
Head of Economy, Housing and Investment
Service Lead CAFM
Service Lead Major Projects
Service Lead Planning

Responsible to:

Chief Executive

Smarter Working Profile: The work style for this role is defined as:

Mobile Workers

Mobile Workers typically work from a hot desk in an office and may need ICT access. They tend to move about during the day to attend meetings with colleagues, customers, and staff, and attend workshops etc. Mobile Workers are based with their teams in zoned areas to ensure effective team working and co-ordination.

Circumstances

This post is not subject to a DBS check.

This is politically restricted post in accordance with Section 2(3) of the Local Government and Housing Act 1989, because of the nature of its duties.

The role requires working outside of the flexible working band hours to support service delivery, this includes weekend and evening working.

Principle duties and responsibilities

1. Ensure that the council is able to fulfil its role in leading and supporting the delivery of key strategies relating to economic growth, Tourism, Housing, Corporate Projects, Transport, Flooding, Procurement, Asset Management, Planning, VCS Development and Markets.
2. Ensure Calderdale develops clear strategy, policy and programmes to deliver our objectives as a place in the City Region and is an effective advocate for securing inward investment.
3. Ensures Calderdale discharges its planning function effectively including the local plan.
4. Lead initiatives to ensure services are at the forefront in terms of innovation, delivery, quality, best practice and equality.
5. Provide the lead on policy initiatives which will enhance the reputation of the council and improve the provision of services to it's communities.
6. Lead in the successful delivery of fundamental change programmes to ensure social, economic and environment well-being for the council and the area.
7. Act as ambassador for the council locally, regionally, nationally and internationally in relation to Regeneration and Strategy.
8. Establish and review challenging performance targets in respect of the portfolio areas to optimise service delivery performance.
9. Establish management and monitoring arrangements to achieve performance targets.
10. Strengthen partnership arrangements (e.g. council economic task force, LSP, WYCA, Homes England, Skills Funding Agency, third sector and private business)..
11. Working with Senior Management Team to establish shared responsibility for the corporate management of the Council, supporting cross-Council leadership and change.
12. Working with Elected Members to assist in determining and delivering core Council wide values and service provision.

All staff will be expected to maintain high standards of customer care in the context of the council's Core Values, to uphold the Equality and Diversity Policy and to participate in training activities necessary to their post.

Calderdale Council is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects all staff and volunteers to share this commitment.

The Health and Safety at Work Act 1974 and associated legislation places responsibilities for health and safety on Calderdale Council, as your employer and you as an employee of the Council. In addition to the Councils overall duties, the post holder has personal

responsibility for their own health & safety and that of other employees; additional and more specific responsibilities commensurate with your role are identified in the Council's Corporate H&S policy and in you are required to familiarise yourself with these responsibilities (all available on the Council intranet site).

All staff will support digital engagement and share expertise to build capability across the wider organisation and with external partners.

This is not a complete statement of all duties and responsibilities of this post. The post holder may be required to carry out any other duties as directed; the responsibility level of any other duties should not exceed those outlined above.

Person Specification		
Key Strengths	Requirements	How Identified
Coping with pressures and setbacks	<p>Coping with pressure, keeping emotions under control, balancing work and personal life, keeping optimistic, handling criticism.</p> <p>(A) Works productively in a high pressure environment.</p> <p>(B) Keeps emotions under control during difficult situations.</p> <p>(C) Balances the demands of work life and personal life.</p> <p>(D) Maintains a positive outlook at work.</p> <p>(E) Handles criticism well and learns from it.</p>	Strengths matching
Leading and supervising	<p>Setting direction and standards, delegating, motivating, empowering, developing others, recruiting talent.</p> <p>(A) Provides others with a clear direction.</p> <p>(B) Sets appropriate standards of behaviour.</p> <p>(C) Delegates work appropriately and fairly.</p> <p>(D) Motivates and empowers others.</p> <p>(E) Provides staff with development opportunities and coaching.</p> <p>(A) Recruits staff of a high calibre.</p>	Strengths matching
Relating and networking	<p>Building relationships, networking, relating to all levels.</p> <p>(A) Establishes good relationships with customers and staff.</p> <p>(B) Builds wide and effective networks of contacts inside and outside the organisation.</p> <p>(C) Relates well to people at all levels.</p> <p>(D) Manages conflict.</p>	Strengths matching
Formulating strategies and concepts	<p>Working strategically, setting strategies, visioning, thinking broadly about the organisation.</p> <p>(A) Works strategically to realise organisational goals.</p> <p>(B) Sets and develops strategies.</p> <p>(C) Identifies and develops positive and compelling visions of the organisation's future potential.</p> <p>(D) Takes account of a wide ranges of issues across, and related to, the organisation.</p>	Strengths matching
Entrepreneurial and commercial thinking	<p>Keeping up to date with competitor information and market trends, identifying business opportunities, showing financial awareness, controlling costs.</p> <p>(A) Keeps up to date with competitor information and market trends.</p>	Strengths matching

	(B) Identifies business opportunities for the organisation. (C) Demonstrates financial awareness. (D) Controls costs and thinks in terms of profit, loss and added value.	
Skills	Ability to work in a political and sensitive environment requiring confidentiality and sound judgement	Strengths matching Assessment/Interview
	Leadership	
	Effective resource and financial management/including budget formation	
	Strong communication negotiation and analytical skills	
	Proven senior team management experience	

Qualification			
Type	Level	Essential	Desirable
MBA or equivalent or demonstrable equivalent experience in a complex, unionised, large environment	Level 7	X	

EXTERNAL RECRUITMENT

	Requirement	Essential	Desirable	How Identified
Knowledge /Skills	Thorough understanding of corporate and partnership working.	X		Application/ Assessment/ Interview
	Political awareness and full understanding of issues facing local government.	X		Application/ Assessment/ Interview
	Knowledge of related Council services where close partnership working will provide benefits	X		Application/ Assessment/ Interview
	Skilled in operational transformation and significant change programmes.	X		Application/ Assessment/ Interview
	Experience of working with Trade Unions and undertaking large scale, complex negotiations	X		Application/ Assessment/ Interview

Experience	Sound financial management	X		Application/ Assessment/ Interview
	Recent experience of work in a relevant area	X		Application/ Assessment/ Interview
	Experience of developing local partnerships	X		Application/ Assessment/ Interview
	A Proved track record of successful leadership of staff and achievement of targets and objectives	X		Application/ Assessment/ Interview

Role Profile prepared by/author: Natalie Shaw
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Job title: Recruitment & Resourcing Manager

Date: Sept 17