

# FAREHAM

## BOROUGH COUNCIL

<b>JOB TITLE:</b>	Director of Neighbourhoods
<b>SALARY:</b>	£89,782 - £102,823 (Director Grade)
<b>RESPONSIBLE TO:</b>	The Chief Executive Officer
<b>RESPONSIBLE FOR:</b>	People – 170 + employees and Revenue Budget - £21.5 million

### What is the role?

#### Service Responsibilities

- Working with Elected Members to set and deliver on the strategic aims of the Department of Neighbourhoods and provide supportive and decisive leadership.
- Act as Advisor to the Executive Member for Health and Public Protection and the Chairman of the Health and Protection Scrutiny Panel and support the Head of Streetscene as Advisor to the Streetscene Scrutiny Panel.
- Support the Head of Environmental Health to manage the Licensing and Regulatory Affairs Committee, the Community Safety Partnership and the Joint Management Committee with Gosport
- Support the Head of Streetscene to manage the Council's responsibilities as a member of Project Integra (Waste Partnership) and with the future arrangements for Household Waste and Recycling collections as part of the Inter Authority Agreement (IAA)
- Leadership of specific services and responsibilities at Director level will be subject to change based on the needs of the Council.

#### Corporate Responsibilities

- Enable, facilitate, and achieve results, finding a way to deliver objectives in line with political wishes and ambitions.
- Promote, manage and maintain a constructive, professional working relationship between Elected Members and the Officers of the Council.
- Act as advisor to all Elected Members on matters of the legislative framework and governance; providing impartial advice and guidance, anticipating and identifying issues and providing solutions which meet strategic objectives.
- Attend all meetings of the Executive (including briefings) and Full Council
- Support the Elected Members in the achievement of the Council's Corporate Vision and Strategy through the provision and management of high quality, value for money public services.
- Anticipate and resolve financial challenges, exploring new avenues for income generation.
- Navigate problems through to successful resolution and managing all risks.
- Provide clear direction to and the development of high performing teams who are motivated, supported and engaged.
- Understand the impact of change on people and manage with emotional intelligence.
- Trust employees to do their jobs and do them well, all the while recognising what matters to their customers.
- Support a corporate culture which encourages innovation, creates trust and respect throughout the organisation in a safe, open and equitable environment.

- Support the Council's emergency planning response, business continuity and contingency planning.
- Promote and develop strategic and operational partnerships which benefit Fareham communities, businesses and improve the lives of residents

## **Who is the Person?**

### **Qualifications:**

- Educated to degree level or equivalent qualification with significant post qualification experience
- Evidence of continuing development of professional and managerial leadership skills

### **Experience:**

- Significant experience of successful senior managerial leadership in a public body within a complex, demanding and politically sensitive environment
- A record of delivering financial and service objectives in a complex organisation
- Experience of developing successful organisational strategies to achieve the corporate vision and ambitions
- Experience of translating organisation strategy and visions into achievable operational objectives and plans
- Experience of building positive and fruitful partnerships
- Experience of creating and managing high performing teams and able to inspire and motivate others to work to the best of their abilities
- A full driving licence and access to your own vehicle for work purposes.

### **Personal Attributes:**

- A strategic thinker with an honest and straightforward style
- Shares the value that customers are at the heart of all that we do
- Demonstrates determination, commitment and resilience
- Financially astute and commercially aware
- Strong analytical skills - an excellent and creative problem solver
- Able to create and harness opportunities
- Drive and resilience - able to deliver under pressure
- Integrity and credibility that engages and commands the confidence and respect of others
- Inclusive, supportive and leads by example
- Intuitive, emotionally intelligent and a good judge of character
- Makes timely and effective decisions and prepared to make tough decisions
- Relationship builder with highly developed interpersonal and engagement skills
- Even handed and objective
- Tactful and diplomatic, firm but fair
- Ability to create trust and respect amongst colleagues
- Able to negotiate and influence as well as nurture and navigate
- Knows when to listen and when to talk
- Excellent written, spoken and presentation skills

**Our policy is to make adaptations for those who have substantial and long term disabilities. If you need an adaptation to carry out any of the above please let us know.**