

## JOB PROFILE

Director of Economy & Environment

Grade: RB 8

Last Update: July 2024

### About the Job

As a member of the Council's broad Leadership Team to contribute to the strategic and corporate management of the Economy, Environment & Infrastructure (EEI) Directorate and to carry collective accountability with directors across GCC and other senior managers for the achievement of the council's strategic and service outcomes.

To provide professional advice to Members in respect of an ambitious growth programme, an expanding economic development portfolio, the county council's statutory planning functions, the climate change strategy, the Resources and Waste strategy, and a range of other professional support services, including Libraries and Registration, within the Council to support the achievement of the Council's vision, goals and change agenda. To provide effective leadership, ensuring that the relevant services are both high performing and also value for money and support the strategic direction and operational delivery of the Council.

To contribute to the leadership of the organisation, developing a high calibre, motivated and effective workforce and supporting the embedding of a digitally focussed, agile way of working and innovative use of technology to improve service delivery.

### Director of Economy & Environment – Specific Accountability

To take the lead in developing strategic policy (in partnership with district authorities) that will influence the development of the county over the next 30 years as well as supporting the more immediate environmental and economic issues of concern that meet CLT and Elected Member aspirations in line with the Council's strategic objectives.

To support the Executive Director of Economy, Environment & Infrastructure (EEI) in the development of the Council's ambitious programme of activities that result in improved place making and outcomes for local communities, businesses and visitors together with the Council's Climate Change and other environmental strategies and plans.

## **This is what you need to do...**

1. To provide leadership and direction to deliver strategic ambitions linked to sustainable economic growth, such as the employment and skills agenda, alongside the statutory functions of planning, libraries and registration services across the council ensuring the highest standards and professional practice
2. To provide support and advice to the Executive Director and elected Members, ensuring clear communication and delivery of Council, Cabinet and Scrutiny objectives
3. To lead the delivery and implementation of an effective Economic Growth Strategy for the county working closely with Cabinet members, the Executive Director of EEI and the Corporate Leadership Team (CLT) to communicate the strategic direction
4. To take the lead in ensuring that services are designed with the needs and aspirations of the community in mind in key service areas such as Registration, Libraries, Adult Education, Employment & Skills and Economic Development drawing these services together to achieve the maximum beneficial effect for the community with a focus on enabling effective engagement and outcomes.
5. To work to remove barriers preventing community inclusion by

- To set performance standards, ensuring effective planning, customer focus and performance monitoring arrangements are in place across all services under the post holder's control.
- As a Director to promote positive cultural change and positive challenge, a 'One Council' approach, role modelling and promoting the values and behaviours of the Council.
- To support corporate programmes and approaches that drive and enhance business effectiveness and support the achievement of the Council's vision.
- To develop positive and co-operative relationships and effective communication across the council, partner organisations, trade unions, private and public sector bodies to support business improvement and service delivery.
- To give and receive constructive peer challenge in order to improve and develop services.
- To produce business and service development plans for the functions under the Director's area of responsibility and ensure that these are developed and implemented

understanding and addressing social mobility issues enabling greener, healthier and more inclusive life-styles

6. To take the lead in ensuring that the Council's Resources & Waste strategy is developed, implemented, evaluated and refined, and the Javelin Park Energy from Waste Facility contract is effectively managed

7. To lead the Council's Climate Change response ensuring it meets expectations through the provision of timely, effective and thought-through strategies, plans and actions

8. To develop effective partnerships with our major partners, including district councils, businesses, developers, voluntary sector and our communities to create an outcome focused approach and deliver tangible results.

To manage within allocated budgets bringing to the attention of the Executive Director : EEI unsustainable demands and budget pressures

To deliver outcomes within a robust risk management culture in line with statutory & regulatory requirements

To ensure Gloucestershire's interests & perspectives are recognised by influencing local, regional & national agendas.

via a framework of customer and staff involvement.

- To ensure an approach to leadership and management development is in place that creates an effective, high performing and healthy culture where employees want to work and give their best.
- To lead and coach teams of professional and support staff ensuring that their skills are continuously developed to enable the development of the council's plans and strategies in line with good practice and innovative thinking.
- To develop a culture in which innovative work practices and technologies are developed and put into place to improve services and support for those who live and work in Gloucestershire.

### **Special conditions:**

The post will require availability relating to the seniority of the role and needs of the Council.

This post falls within the definitions set out in the Local Government and Housing Act 1989 (LGHA), as amended from time to time, of a “politically restricted” post. Therefore, the post holder is constrained from engaging in political activities specified by the LGHA and any associated regulations

Participation in the Council’s senior manager GOLD rota

### **Monitoring and ongoing development of outcomes**

As part of the annual Personal Development Review (PDR), outcome-based targets will be developed in conjunction with the post holder and will supplement this job profile. The job profile will be subject to regular review and the council reserves its right to amend or add to the accountabilities listed above.

**The ideal candidate will have ...**

#### **Experience**

- Proven track record in the senior leadership, management and development of diverse professional teams drawn from a range of services including economic development, skills, planning, libraries, registration, environment and waste
- Ability to demonstrate a thorough understanding of climate change and environmental issues and their effective delivery
- Proven substantial experience of managing significant resources and controlling complex budgets within financial frameworks and expectations
- Experience of working at a senior level in a political

#### **Behavioural attributes**

- Excellent communication skills (verbal and written).
- Creative thinking and strategic problem-solving skills.
- Highly developed negotiating and influencing skills
- Clarity in decision-making weighing and assessing relevant factors
- Ability to manage competing priorities effectively.
- Ability to lead multi-disciplinary and cross-organisational projects.
- Proven ability in establishing credibility with members, senior managers, partner bodies and other stakeholders.
- Evidence of the ability to think strategically and act corporately with a strong delivery & performance focus.

environment including briefing elected members.

- Extensive leadership and team management experience, including the leadership of cultural change and developing senior leadership teams.
- Experience of introducing new ways of working, policies and the use of digital interventions to improve organisational effectiveness and in supporting the business in achieving its strategic goals and objectives.
- Success at working with staff to bring about sustainable and beneficial change.
- Thorough experience of managing services within budget and financial frameworks and expectations

**Behavioural attributes** - Demonstrates the Council's values

- Demonstrable understanding of effective risk management
- Excellent understanding of the overall business context facing local authorities.
- Personal credibility to provide leadership to professionals and other senior people within the council and partner organisations.
- Able to make a personal impact and work effectively with people at all levels within and outside the Council, and able to build and own strong relationships, externally and internally.
- Able to respond to events with agility and in a timely way in a pressurised environment.
- Ability to horizon scan, learn from outside and adopt.
- Emotionally resilient, flexible and able to respond to a changing pattern of demand.

**Education & Qualifications** - A relevant degree  
Membership of an appropriate professional association  
Demonstrable commitment to CPD