

Job Description
Director of Growth and Regeneration
Grade D2

Job Purpose

The post will have lead responsibility to develop, implement and promote effective policy, strategies and interventions to regenerate, enhance and sustain economic development and jobs growth across Lancashire whilst protecting the environment. Ensuring delivery and supporting environment and planning through effective partnership working across Lancashire. This will be underpinned by efficient and cost-effective services that promote business, support growth and unlocks the economic potential of the County in a sustainable way, levelling up opportunities for the people of Lancashire. The Director will develop strategic policies, lead and embed culture change within their area of responsibility and deliver value for money for the communities of Lancashire.

This is underpinned by the corporate vision and values: **'Working with you to make Lancashire the best place to live, work, visit and prosper'**.

Our Corporate Priorities are: **Delivering Better Services; Protecting our Environment; Supporting Economic Growth; and Caring for the Vulnerable**

Our values are:

Supportive

We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.

Innovative

We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.

Respectful

We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.

Collaborative

We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

Scope

The post reports to the Executive Director of Growth, Environment and Transport Directorate and is a member of the Directorate Management Team. The role requires a high level of operational and/or technical knowledge and experience gained through broad and deep experience and academic study. The job holder will select, develop and assess the applicability of methodology and practice using both their theoretical and conceptual understanding and their substantial experience and expertise within their service area. As a member of the council's senior decision-making group there is a considerable requirement for the job holder to apply evaluative judgement to determine a course of action beyond the council's previous experience and solutions.

Accountabilities/Responsibilities

- Delivering strategic, decisive, influential leadership and direction to ensure the combined efforts of internal resources and strategic partner organisations and stakeholders are effectively co-ordinated.
- Promoting regeneration, enhancing sustainable economic development and jobs growth across Lancashire ensuring our residents, business and communities have access to the opportunities and reducing socio-economic and spatial disparity across our county.
- Leading efficient and cost-effective growth and regeneration services that promote business, levelling up and unlock the economic potential of the County in a sustainable way.
- Driving the continuous improvement of services within the relevant service areas and deliver a responsive business model and workforce able to quickly evolve and adapt to new ways of working in response to changing priorities and needs.
- Contributing to a strong and cohesive senior leadership group, role model the organisation's values and behaviours.
- Leading the council's strategies relevant to their service area and ensure the delivery of high quality, best practice and value for money services to communities and citizens.
- Providing advice and guidance to members and senior managers on the implications of new legislation, policies and any other major external and internal drivers for change and to ensure the effective implementation of required changes.
- Responsibility for the service area budget and delivery of high quality, value for money services within the budgetary parameters.
- Leading the co-ordination and integration of Business Growth, Employment and Skills, Strategic Development, Estates, LCC companies and partnerships (including Lancashire Local Enterprise Partnership) across the wider organisation in line with longer term strategic plans.
- Working in collaboration with and influencing representatives of regional and central government to ensure delivery against service specific and corporate objectives.
- Leading and directing the development and maintenance of a motivated, performance focused workforce that is trained, professional, effective and committed to the success of the operating model and service standards.
- Developing and implementing strategic business plans in line with the core purpose and objectives of the Growth, Environment and Transport Directorate.
- Ensuring robust systems are in place to maintain and produce accurate and timely data required for statutory compliance, monitoring against performance standards and evaluation of service delivery.
- Playing an active role in civil contingencies activity.

- Strategically contributing to and leading on the delivery of council wide objectives and projects to support the council's future vision and operating model.

Performance Indicators

- Responsible for the delivery of key performance indicators and standards of practice.
- Quality of service and compliance against statutory, regulation and best practice standards and requirements.
- Achievement of service wide objectives and targets.
- Delivery of joint performance indicators and standards of practice with partners and multi-agencies.

Person Specification
Director of Growth and Regeneration
Grade D2

All requirements are essential unless otherwise stated

Qualifications
<ul style="list-style-type: none"> • Honours Degree level qualification in a relevant field or equivalent experience • Relevant professional/management qualification or equivalent
Experience
<ul style="list-style-type: none"> • Significant leadership, experience and delivery of major operational services within a complex organisation • A demonstrative record of achieving and delivering services judged to be good or outstanding • Successful leadership and delivery of large scale change programmes and management of reducing resources • Successful development of multi-agency partnership and collaborative working, to enhance service delivery and maximise best value benefits • Successful development of strategic solutions and outcomes to meet statutory requirements, regulations, improved service standards and in response to existing and emerging priorities.
Knowledge and Skills
<ul style="list-style-type: none"> • Extensive knowledge and understanding of local government and of the areas of responsibility • Ability to lead, manage and motivate services/teams in a challenging and changing environment • Excellent understanding of the political context at a local, regional and national level and the ability to operate sensitively and efficiently within a political environment • Strategic and analytical thinking skills to provide creative and fit for purpose solutions to problems within the area of responsibility • Ability to work collaboratively, as part of the senior leadership group, and take shared responsibility for organisational performance • Ability to build, maintain and influence effective working relationships both internally and externally with key stakeholders and partners • Provision of strategic direction within the relevant area of responsibility in an environment of reducing financial resources

- Highly developed interpersonal and communication skills.

Other (including special requirements)

- Commitment to equality and diversity
- Commitment to health and safety
- Display the LCC values and behaviours at all times and actively promote them in others
- This is an essential car user post
In certain circumstances consideration may be given to applicants who as a consequence of a disability are unable to drive