



## JOB DESCRIPTION

### Section 1 – Post Details

<b>Job Title:</b>	Director of Transport
<b>Department:</b>	Transport
<b>Grade:</b>	C.£90,000-£100,000 (subject to job evaluation)
<b>Post Ref:</b>	TBC
<b>Date:</b>	January 2026

### Section 2 – Purpose of Post

The role will provide effective and visible corporate leadership, development and strategic direction of the Lancashire Combined County Authority's (LCCA) new transport function, ensuring all public transport services are delivered to meet the ambitions of the LCCA in accordance with all relevant professional standards, legislative requirements and the Authority's corporate vision, values and priorities which are underpinned by the newly adopted Lancashire Growth Plan.

This role is pivotal in shaping and delivering a modern, integrated, and sustainable transport system that supports Lancashire's economic growth, social inclusion, environmental and future devolution ambitions. The postholder will work collaboratively with the Authority's Constituent Councils of Lancashire County Council, Blackburn with Darwen Council and Blackpool Council, on the delivery of the LCCA's transport function, initially under a Commissioning and Assurance model.

The postholder will be an instrumental member of the LCCA's Senior Leadership Team, forming key relationships with colleagues working across the Authority's other strategic priorities of economy and skills, and working closely with the LCCA's Statutory and Chief Officers to further develop the Authority's activity, identity and culture.

### Section 3 – Reporting and management structures

<b>Reporting To Whom:</b>	Chief Operating Officer
<b>Staff Management/Supervision</b>	Direct reports: 4 Supervisory: <10 under a Commissioning and Assurance Transport Function as the agreed model for 2026/27



<b>Budget Management:</b>	£100m+ PA
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## Section 4 – Context

The Lancashire Combined County Authority (LCCA) was formally established in February 2025 as a statutory body created to strengthen Lancashire’s voice and secure devolved powers and funding from central government. Bringing together the Constituent Councils of Lancashire County Council, Blackburn with Darwen Borough Council, and Blackpool Council, the LCCA provides strategic leadership across key areas including transport, economic development, and skills underpinned by the new Lancashire Growth Plan, Get Lancashire Working Plan and emerging Local Transport Plan.

From April 2026 the LCCA will assume full responsibility as the sole Local Transport Authority for the LCCA area following a period of concurrency. This transition marks a significant milestone, enabling the Authority to deliver a unified, efficient, and inclusive transport system that supports economic growth, social equity, and environmental sustainability. Key functions will include developing and implementing the Local Transport Plan, managing bus partnerships and concessionary travel schemes, and driving innovation in integrated ticketing and data-led solutions. This activity is further enhanced by the Department for Transport’s announcements in December 2025 confirming a consolidated funding settlement for Local Transport, valued at more than £600m for the LCCA over the next 4 years.

Through strong governance, collaborative partnerships, and a clear strategic vision, the Authority aims to position Lancashire as a leading region for sustainable transport and inclusive growth.

## Section 5 – Main Duties and Responsibilities of the Role

- Lead on behalf of the LCCA on the development, delivery and enhancement of all transport related functions.
- Client-side lead on behalf of the LCCA under a Commissioning and Assurance model, ensuring delivery of required outcomes via the Constituent Councils.
- Facilitate economic growth by ensuring that Transport plans support the delivery of key LCCA strategies, including the Lancashire Growth Plan and Get Lancashire Working plan.
- As the LCCA evolves, build upon the Commissioning and Assurance function as the initial operating model, taking account of any further devolution arrangements.
- Secure the effective delivery of rail and bus services ensuring a resilient and reliable public transport offer to passengers whilst achieving value for money for the Lancashire.
- Provide strategic leadership for transport reform.
- Lead on commissioning of any relevant services and establishing and improving LCCA transport assurance frameworks.
- Ensure Lancashire has a high performing, customer focussed, integrated and sustainable transport system which facilitates a prosperous and inclusive economy.
- Enable active travel opportunities to be at the forefront of an integrated transport network working closely with local authorities, stakeholder and partners to achieve this ambition.



**LANCASHIRE**

COMBINED COUNTY  
AUTHORITY

- Build and maintain effective relationships with senior stakeholders and partners, building trusted partnerships striving to achieve the same goals and aspirations.
- Lead on developing relationships and engagement strategies with government departments to influence, negotiate and collaborate to ensure that Lancashire's interests are represented at a national level.
- Develop and maintain effective and commercial working opportunities within Transport.
- Be a proactive and collaborative member of the LCCA Leadership Team providing strategic leadership, direction, expertise, advice and guidance to the Statutory and Chief Officers.

## **Section 6 – Other Responsibilities of the Role**

- Due to the senior nature of the role, there is likely to be frequent interaction with Elected Members and an expectation to attend meetings of the Constituent Councils, some of which maybe during the evenings.
- Effective leadership and management of staff within a service/group of functions, encouraging a continuous improvement ethos to develop outstanding services where VFM (value for money) is delivered and where innovation can flourish.
- Creating a positive working and learning environment, ensuring accountabilities and priorities are clear to Services, teams and individuals with development needs identified and delivered, including coaching/mentoring opportunities and proactive management of employee relations, performance and attendance.
- Contributing to the preparation of corporate plans, risk registers and budgets leading on Service Plans, risk registers, budgets and resource planning for the areas of defined responsibility.
- Ensure effective performance management, actively engaging with management accountabilities framework, and delivering all personal and Service performance targets as agreed, managing identified risks, and contributing to the management of Departmental and Corporate risks.
- Demonstrate commitment to equal opportunities and promote non-discriminatory practices in all aspects of work undertaken, promoting full consideration of the equality impacts of decisions on all the Protected Characteristics. Advance non-discriminatory practices in all aspects of work undertaken.
- To share and communicate a clear understanding of the LCCA's priorities across the department and externally to key stakeholders.
- Ensure compliance with legislation and LCCA policies and procedures in relation to governance, including supporting the scrutiny process and the completion of the annual governance statement.
- Be a proactive and collaborative member of the LCCA Strategic Leadership Team, providing expertise, advice, and guidance as required.
- Display the organisational behaviours of LCCA, encouraging others to do likewise and role model the leadership expectations to the wider organisation.
- Establish effective relationships and collaboration with constituent local authorities/bodies to support long term ambition and delivery of the LCCA vision and objectives.
- Regular travel across Lancashire.



**Any other duties, at the same responsibility level may need to be undertaken to meet operational and service delivery requirements.**



## PERSON SPECIFICATION

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### Section 2 – Postholder Requirements

#### Key – Assessment Methods

<b>A/F</b>	<b>Application Form</b>
<b>Int</b>	<b>Interview</b>
<b>Assess</b>	<b>Assessments/ test/personal review</b>

#### Identifying minimum standards and additional skills and abilities

<b>E</b>	<b>Essential</b>
<b>D</b>	<b>Desirable*</b>

#### Experience

	<b>Essential</b>	<b>Desirable</b>	<b>Assessment Method</b>
Experience of working within a political environment including advising and briefing politicians		<b>D</b>	Application form / Interview
Significant, demonstrable experience in a senior leadership role in transport	<b>E</b>		Application form / Interview
Extensive proven track record of provision of specialist technical input into the formulation and delivery of place-based strategies and policies in a public sector organisation or other organisation of comparable scope and complexity*	<b>E</b>		Application form / Interview



Comprehensive experience of financial and resource management and providing specialist technical input into major capital transport schemes	<b>E</b>		Application form / Interview
Experience of using financial and commercial awareness and the ability to analyse complex information to deliver objectives.	<b>E</b>		Application form / Interview
Evidence of delivering high quality transport services	<b>E</b>		Application form / Interview
Evidence of involvement in the development of major transport schemes	<b>E</b>		Application form / Interview
Proven record of developing and utilising links with Stakeholders/Partners at a senior level	<b>E</b>		Application form / Interview

### Skills & Abilities

	<b>Essential</b>	<b>Desirable</b>	<b>Assessment Method</b>
Ability to lead, inspire and motivate others within a culture of proactive service delivery and continuous improvement.	<b>E</b>		Application form / Interview
Highly developed influencing and persuasion skills, with a determination to deliver	<b>E</b>		Application form / Interview
Ability to develop and maintain effective working relationships with integrity, credibility and influence with national and local politicians, civil servants, officers, and other key stakeholders.	<b>E</b>		Application form / Interview
Able to deliver and lead others, prioritising competing demands to meet deadlines.	<b>E</b>		Application form / Interview

Positive, flexible, responsive, dynamic and creative approach to problem solving, encouraging ideas from across teams, working around constraints and challenges to translate ideas and policy into practice.	<b>E</b>		Application form / Interview
Highly developed written and oral presentation skills with ability to present complex ideas in a clear and comprehensible way.	<b>E</b>		Application form / Interview
High level awareness of media and presentational issues, and ability to work with politicians and media professionals to shape and project credible public positions.	<b>E</b>		Application form / Interview
Ability to anticipate and understand the needs of the LCCA and analyse and interpret information using judgement in creating solutions	<b>E</b>		Application form / Interview
Highly developed business and financial acumen	<b>E</b>		Application form / Interview
Experience and ability to build effective working relationships with a wide range of stakeholders.	<b>E</b>		Application form / Interview
Ability to negotiate, influence and give advice to politicians, Chief Officers and partner organisations.	<b>E</b>		Application form / Interview
High level of skill in strategic and analytical thinking allied with an ability to make effective, critical decisions	<b>E</b>		Application form / Interview
Commitment to equality, diversity, and inclusion in service delivery and workforce management.	<b>E</b>		Application form / Interview



## Knowledge

	<b>Essential</b>	<b>Desirable</b>	<b>Assessment Method</b>
Comprehensive understanding of transport policy, legislation, and funding mechanisms at local and national levels, and how this facilitates economic development	<b>E</b>		Application form / Interview
An understanding of the Lancashire devolution agreement, local government (including Local Government Reorganisation), central government and their roles, structures and relationship	<b>E</b>		Application form / Interview
Detailed understanding of relevant key government policies and the policy making/legislative process	<b>E</b>		Application form / Interview
Knowledge of emerging technologies and innovation in transport systems (e.g. smart mobility, data analytics).		<b>D</b>	Application form / Interview

## Qualifications

	<b>Essential</b>	<b>Desirable</b>	<b>Assessment Method</b>
A relevant degree or equivalent qualification	<b>E</b>		Applications form
Postgraduate qualification in transport, planning, or leadership.	<b>E</b>		Applications form
Evidence and commitment to continuous personal and professional development, including membership of a recognised and relevant professional body	<b>E</b>		Applications form