Director of Economy, Transport and Planning

Role profile

Location

Civic Offices, Portsmouth

Job purpose

To ensure the effective delivery of Council priorities, strategies and major schemes, with a specific focus on economic growth, infrastructure, transport, planning and regeneration.

In conjunction with other Directors and as a member of the Corporate Leadership Team support the Chief Executive in the overall management of the Council

Provide clear and timely strategic and operational advice, guidance and support to the chief executive, elected members and senior managers, actively contributing to corporate policy and strategic decision making.

Act as an ambassador for the council, promoting and enhancing Portsmouth's image, forming strategic alliances and developing effective working relationships on a local, regional and international basis.

Lead the development, implementation and monitoring of strategies and policies that facilitate delivery of the strategic priorities for the city whilst ensuring statutory obligations are met.

Main accountabilities

- Advise the Council on all strategic matters regarding planning and land use, and the protection and enhancement of the built environment.
- Lead on the master-planning for city regeneration initiatives in liaison with other directorates and external partners and in line with the Local Development Framework
- Provide leadership on initiatives to support inclusive economic growth, access and regeneration and delivery of the Economic Development Strategy
- Overall responsibility for overseeing the city's employment skills agenda.
- Provide leadership oversight on the delivery of an effective infrastructure strategy for the city, including highways, coastal and digital infrastructure.
- Provide leadership ensuring the council fulfils its obligations as the Local Highway Authority
- Provide leadership ensuring the council fulfils its obligations as the Strategic Planning Authority

- Provide leadership oversight of the commercial arrangement for key infrastructure partnerships ensuring they deliver the intended outcomes in a manner which represents value for money at an acceptable level of risk for the council (e.g. Highways PFI, Coastal Partnership)
- Lead the delivery of transport strategies including (but not limited to) Local Transport Plan, Active Travel Strategy, Air Quality Strategy, National Bus Strategy, ensuring full and active engagement with members, communities, businesses, partners as appropriate.
- Accountable for effective and robust management of revenue and capital budgets within the directorate
- Advise the Council on strategic asset management including the management, disposal and acquisition of land and buildings, as well as investments and divestments in the council's property portfolio.

Corporate accountabilities

- Work collaboratively and build strong relationships with communities, partners and other stakeholders, maximising opportunities to achieve the best possible outcomes for the city and its residents.
- Ensure that all of our residents, communities and staff benefit from equality of opportunity and inclusion in respect of service delivery, policy, employment and opportunity.
- Act as a role model to lead, motivate and inspire the directorate; creating an environment and culture that empowers and requires staff to work collaboratively and effectively across the directorate, across the organisation and with partners.
- Be an effective member of the Senior Leadership Team by embracing our organisational values and displaying behaviours which will contribute to a confident, cohesive leadership Team.
- Seek continuous improvement in service design and delivery and ensure that the customer is at the heart of everything we do.
- Participate in the executive duty rota ensuring emergency response leadership 24/7/365.
- Ensure compliance with corporate policies and practice in respect of health and safety, equalities, human resources, finance and procurement.
- Ensure sound governance and performance management is in place supporting and contributing to organisational effectiveness, value for money and customer excellence.

Knowledge, skills, experience

- Extensive experience at senior leadership level within a local authority, government department or agency or similar high-profile organisation with comparable scope, responsibilities, budget and resources
- Excellent leadership and people management skills, emotional intelligence and evidence of operating and leading high performing teams in a complex and dynamic environment

- Substantial record of senior leadership achievement and experience in at least some of the areas of planning, economic growth, infrastructure, highways or transportation
- Experience of developing strategies and translating them into effective outcome changes for place and communities
- Successful track record of delivering regeneration/development schemes.
- Proven communication skills with the ability develop and maintain relationships and networks across a wide range of stakeholders and partners, internally and externally.
- Excellent interpersonal, motivational and influencing skills, and able to apply a coaching approach to staff and team development.
- Highly developed analytical skills, substantially numerate and comfortable using qualitative and quantitative data to take an evidence-based approach to your work
- Broad knowledge of public sector services, the macro social and economic context within which local authorities work and the implications of this for delivery of the city Council's aims and understanding of service delivery models, concepts and principles gained through extensive business exposure in a diverse range of organisations or services.
- Experience of working effectively and impartially with elected members and in supporting the democratic decision-making process.
- A broad knowledge of public sector service delivery, both directly and through commissioning
- A successful track record of forging and maintaining effective working partnerships with communities, partners and businesses to ensure the development, design and delivery of services that reflects their needs.
- Able to communicate a compelling vision to key stakeholders internally and externally to achieve strategic and operational outcomes.
- Business acumen from creating a commercial environment where the management of cost and customer satisfaction is paramount.

Personal qualities

Strategic awareness

- Strategic approach, embracing innovation and building a shared sense of purpose and joint enterprise across Portsmouth and among all partners.
- Translates strategic priorities and the political landscape for staff, enabling teams to focus on excellence in delivery.
- Ensures good governance and proportionate compliance and risk management in the council's activities.
- Understands the complexities of political dynamics and uses this to build credibility and lasting, effective relationships with elected members, successfully advising and supporting them.

Inspirational leadership

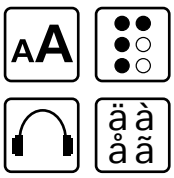
- Provides authentic, honest and respectful leadership to inspire individuals and teams.
- Uses emotional intelligence to consider the impact of own actions, and demonstrates high levels of integrity, creating an inclusive environment.
- Uses a coaching and mentoring approach to bring out the best in people, motivating, engaging and developing future talent.
- Challenges poor performance constructively, and holds difficult conversations to bring about positive behavioural change; has the courage to take difficult decisions when required.
- Communicates with credibility and conviction to convey key messages, build trust and influence people.
- Demonstrates high levels of energy, stamina and resilience.

Collaboration

- Encourages an environment of openness and transparency.
- Builds relationships, gathering ideas and adapting objectives based on the context of staff and stakeholder feedback.
- Consults and communicates with stakeholders, including elected members where appropriate, and builds consensus.
- Encourages a collaborative approach to organisation and system wide decisions or interventions.

Outcome-focused

- Demonstrates a commitment to local democracy and accountability to the local community.
- Takes a one-council approach to deliver effective outcomes and avoids and challenges silo-ed thinking and behaviours.
- Demonstrates a strong focus on high quality, cost effective public services, leading and driving initiatives to identify and deliver efficiencies across the organisation and through partnership working.
- Provides constructive challenge and encourages a learning culture.



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