

## **Leadership job family - Organisational Level 3**

**Job Title: Director of Environment**

**Reports to:** Executive Director Environment, Transport & Infrastructure

**Directorate:** Environment, Transport & Infrastructure

**Service:** Environment

**Grade:** PS16

**Date:** October 2019

### **Role Purpose**

The Director of Environment will be part of the council's extended leadership team charged with transforming the way the organisation operates so that it can deliver great services to residents.

Reporting to the Executive Director for Environment, Transport & Infrastructure, this role is responsible for leading the council's Environment Agenda, Countryside Access initiatives and Waste Management programme. The role will be responsible for resources and strategies being in place across wide ranging technical activities ensuring compliance with legislation and delivering the council ambitions in the most effective and efficient way for Surrey residents. The role will be integral to the council achieving the desired step change in both culture and approach to modernising services and responding to efficiency challenges.

Working within a complex environment, it will drive effective collaboration to deliver the highest standards of customer service across the organisation and prepare services for future challenges.

### **Leadership Accountabilities**

Work collaboratively with Executive Directors to develop the council's strategic approach to service delivery and business improvement to deliver the council's priorities.

Provide expert professional advice to Executive Directors and member portfolio holder(s) as required and work collaboratively with senior colleagues to engage partners and colleagues across the organisation to deliver the strategic vision.

Provide professional leadership to staff, ensuring delivery of statutory and non-statutory responsibilities in line with agreed strategy, and fostering a strong culture of standards, performance and accountability to deliver public value and efficiency.

Role model the council's behaviours and leadership expectations and ensure that all approaches and outcomes are consistent with organisational and public service values.

Lead transformational change within area of responsibility using innovation and creativity to develop services to meet the changing needs of end users.

Foster strategic partnerships between and beyond services that promote sustainable service improvements and build organisational capacity, resources and resilience.

Look beyond the council's boundaries to identify innovative approaches and best practice that could deliver improved outcomes for the people of Surrey.

Develop and deliver business and operational plans focused on optimising the use of services and resources. Maintain effective budgetary control, while ensuring legal, regulatory and policy compliance within area of responsibility and that effective systems operate to manage performance and risk.

Work inclusively with a diverse range of stakeholders and provide leadership on equality issues to promote equality of opportunity.

### **Specific Role Accountabilities**

To lead the Council's environmental agenda in collaboration with the strategic commissioning team to design, develop, deliver and evaluate a programme of change across the authority and county which supports the declaration of a Climate Emergency and our ambition to work towards carbon neutrality, converting transformative activity into our business as usual.

To ensure the delivery of a new approach to the Surrey countryside including public rights of way, creating navigation guides and additional signage to encourage access develop a programme of events and build connections to the wider organisational strategy and the delivery of Vision 2030, ensuring appropriate governance, applying both commercial nous and political sensitivity.

To work in collaboration with local people and our strategic partners, including the District and Boroughs, Town and Parish Councils to deliver positive outcomes for place.

To lead a sophisticated programme of behaviour change for both local communities, organisations and the wider Council's workforce as a key enabler to the delivery of our environmental ambitions.

To lead the approach and delivery of the Council's responsibilities for waste management and to collaborate with our key strategic partners in the development and implementation of our waste strategy including the delivery of new infrastructure and service contracts. This will include the re-letting of the waste contract by 2024, to deliver the right outcomes for Surrey.

To develop environmental and waste management strategies in the context of inter linked activities across the County with relevant stakeholders and partner organisations and ensure these comply with existing and emerging legislation as well as expectations of government from a strategic and local perspective.

To advise and lead on the development of the Council's approach to green infrastructure.

Attend and actively participate, in many cases as the Directorate's or Council's representative, meetings of relevant boards, such as the Council's Waste Assurance Board, the Surrey Environment Partnership, and the Joint Waste Contract Partnering Board.

To lead the relationship with Surrey Wildlife Trust as it evolves and develops.

To ensure the delivery of a complex range of inter linked environmental activities, these include overseeing the development of the council's greener futures agenda and bidding to Government and external funding boards and other sources for funding to support the postholder's agenda.

To oversee the delivery of business as usual activities to comply with the council's statutory duties on all waste management, environmental initiatives and countryside services and improvements.

## **Dimensions**

- **Financial**

Total budget responsibility £69 million Revenue, £1.5 million Capital per annum.

- **Non-Financial**

TBD

## **Knowledge, Qualifications, Skills and Experience**

- Degree level or equivalent qualification plus substantial management experience in a complex business environment.
- Membership of appropriate professional body or evidence of continuing professional development (CPD).
- Knowledge of concepts, principles and practices gained through extensive experience and development in a specific field.
- Insight into the relationship between different fields.
- Knowledge of the issues facing local government and the wider economy and how they impact relevant service areas.
- Ability to balance strategic leadership and direction with effective operational management.
- Ability to foster an open and trusting culture with the ability to lead change through others and inspire high levels of performance.
- Outstanding relationship management and networking skills, and the ability to foster joint working across service boundaries.
- Excellent analytical thinker able to apply a significant degree of evaluative judgement and provide practical and creative solutions.
- Strong track record of partnership building and driving value for money.
- Political sensitivity with an ability to make progress in complex policy areas and a strong belief in the value of local democracy and accountability.
- Commitment to Surrey County Council's values and behaviours and equal opportunity policy, with an ability to demonstrate personal leadership on the importance of diversity.

## **Other requirements**

Politically restricted post