

Title Director - Highways, Transport & Waste	Department Place	Post Ref.
<p>Job Purpose</p> <p>To ensure the Council maintains and seeks to continuously improve high quality and cost-effective Highways, Transport & Waste Management Service which fulfil the objectives of the Council as set out in The Nottinghamshire Plan, along with delivering the Council's statutory responsibilities in these service areas.</p>		
<p>Key Responsibilities</p> <ol style="list-style-type: none"> 1. To lead the Council's the Council's Highways, Transport and Waste Services, including: <ul style="list-style-type: none"> - Waste disposal contracts and services - Highways maintenance and improvement contracts and services - Parking management and enforcement - Rights of Way - Flood Risk Management - Strategic transport planning - Transport and fleet services including home to school transport provision 2. To ensure effective commissioning, client management and governance arrangements for those services – highways and waste in particular - which are not directly provided by the County Council. 3. To ensure effective day-to-day and strategic leadership and management of any of these services which are provided directly by the Council. 	<p>Key Accountabilities</p> <ol style="list-style-type: none"> 1. Ensuring that services are developed and delivered to meet emerging and revised corporate priorities and re-defined public expectations. 2. Effective and efficient mechanisms for the contract management of commissioned services, which are transparent, accountable and drive continuous improvement 3. Build and maintain relationships which derive from the Council's aims and objectives and are in pursuit of improved outcomes. 	

<ol style="list-style-type: none"> 4. To ensure effective and collaborative partnership, provider and stakeholder relationships across all services and functions within this area of responsibility. 5. To ensure that the Council meets all statutory responsibilities within the scope of this role. 6. To ensure effective financial management and planning of all services and functions within this area of responsibility. 7. To ensure that all the Council's Health and Safety obligations within this area of responsibility are met. 8. To contribute to the wider, corporate agenda of the Council. 9. To ensure effective engagement with Elected Members, in respect of this area of responsibility. 	
The post holder will perform any duty or task that is appropriate for the role described	

Person Specification**Education and Knowledge**

1. Management qualification or equivalent experience
2. Evidence of continuous professional development.
3. Deep knowledge and current understanding of the main issues and influences affecting the business operations of local government or a similar organisation.
4. Detailed knowledge of main issues and influences affecting the services allocated to this post.
5. Relevant, current knowledge of the legislative landscape governing the range of services commissioned or delivered through the division.
6. Comprehensive knowledge of the principles and practice of:
 - effective people management;
 - excellent customer service;
 - continual improvement using evidence – based approach; and,
 - appropriate risk management.

Experience

13. Significant experience in a relevant service area, including a significant proportion involving the management of resources and performance at a strategic level across a diverse suite of services.
14. Specific experience of leading changes in service delivery in the domain of the post holder's suite of services.
15. Significant experience of commissioning and working with external delivery partners/providers at a strategic level.
16. Significant experience of leadership and culture change to build high performing teams that are outcome focused and collaborative.

Personal skills and general competencies

7. A high level of personal drive and integrity with insight into own strengths and weaknesses to a level that enables a significant positive impact to be made across the Council's remits.
8. Strong interpersonal skills, able to provide purpose and direction to others in a changing environment, with well-developed negotiation and influencing skills to enable effective engagement with elected members, senior managers, sometimes in other organisations, as well as other key stakeholders.
9. Ability to quickly interpret diverse information to make decisions and make appropriate short- and long-term plans to solve problems often in a complex and ambiguous environment.
10. Ability to meet agreed delivery targets through the mobilisation of human, physical and financial resources. This will include anticipating and taking account of drivers for change and motivating senior managers and other key stakeholders to plan for, drive through and evaluate the impact of change processes.
11. Working as a system leader to drive collaboration across teams and partners in public, private and voluntary sector to improve outcomes for residents and businesses.
12. Absolute clarity of focus on outcomes.

<i>Role Dimensions</i>	

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| | <ol style="list-style-type: none">1. Strategic management and performance of the authority's waste, environment, highways and transport services.2. Key responsibility for commissioning key services from external partners and providers including, amongst others, ViaEM and Veolia.3. Senior responsibility for a range of strategic partnerships and relationships associated with the role's responsibilities, including the East Midlands County Combined Authority, Via East Midlands and Veolia.4. Financial responsibility - Gross Budget approx. £170m, including revenue and capital5. Number of direct reports 3, total service FTE tbc. |
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Date: January 2025