Assistant Director for Regeneration

Indicative Salary Range: £90,000 to £105,000 p/a

Reports to: Director of Regeneration, Planning and Development

Job Purpose
To lead on the strategic development of viable regeneration initiatives across the borough, attracting inward investment and influencing central government policy.

Context
This role is accountable for the leadership and direction of economic, social and physical regeneration programmes across the borough including housing investment and renewal. The post will provide professional expertise in all areas of regeneration as well as assurance to the leadership team and Members that Council resources are being used effectively.

Statutory Responsibilities
Deliver the specific responsibilities of the role listed below within the context of the legal framework. Ensure delivery of strategy within needs of Council and statutory requirements.

Specific Responsibilities
1. Lead and direct regeneration strategy for the Council, ensuring that strategic plans can be turned into a practical reality
2. Ensure delivery of Council estate renewal strategy.
3. Ensure strategic estate renewals and builds are scheduled appropriately and delivered to agreed specifications.
4. To oversee the delivery of major regeneration initiatives, ensuring appropriate planning, project and contract management is in place.
5. Produce employment and skills strategy for the adult learning service working with external providers and agencies to ensure delivery.
6. Ensure employment and skills programmes are commissioned and delivered to the adult learning service and contracts are managed effectively.
7. Be the leader for the borough for low carbon initiatives.
8. Provide direction and leadership of economic, social and physical regeneration programmes across the Council by gathering and interpreting intelligence and ensuring strategies align to grant specifications.
9. To deliver excellent client, management and contract oversight of all external service providers ensuring appropriate delivery levels are met.
10. Lead in sourcing partners and negotiating contracts continually seeking value for money in their arrangements.
11. Work collaboratively with counterparts in neighbouring boroughs to drive forward cross-borough regeneration and renewal plans.
12. To provide professional advice to Members and senior management across divisional responsibilities.
13. Work in direct partnership with senior colleagues in adult learning services to provide better more comprehensive service to customers.
14. Work in direct partnership with the Assistant Director for Housing and Chief Executive for Homes for Haringey to ensure operational services are delivered appropriately.
15. Provide advice and guidance to town planners.
16. To deputise for your line manager if required.

**Corporate Responsibilities**

As an Assistant Director in the London Borough of Haringey the post holder will be expected to behave in accordance with the Haringey leadership framework and the accountabilities framework. They will be expected to conduct their duties within professional and legal standards and more specifically they will be expected to:

- Lead and work collaboratively across all service areas with other senior managers in order to generate efficiencies and create synergies wherever possible;
- To influence and contribute to delivering objectives set out in the corporate plan;
- Instil in direct reports the imperative for accountability, responsibility, collaboration and integration with other areas across the Council;
- Drive significant cultural change through the corporate infrastructure;
- Effectively lead and manage staff (set, monitor and evaluate objectives on a yearly basis);
- Be totally accountable for associated budget, and have affordable plans in place to deliver the Medium Term Financial Plan;
- To be a named member of the Gold Emergency Planning Rota and to ensure that services the post holder is responsible for have appropriate business continuity plans and emergency response procedures;
- The post holder must ensure that Health & Safety legislation and the Council’s Health & Safety requirements are complied with and monitored within;
- Be aware of and comply with the Council’s Equal Opportunities Policy.

**Functional Areas**

Housing Investment and Sites  
Economic Development Service  
Haringey Adult Learning Service  
Environmental Resources  
Town Centres  
Housing Strategy

**Signed**

Line Manager  
Date

Post Holder  
Date
**Accountabilities Framework**

**Strategic Implementation:** Thinking is associated with the variable application of policy locally. Post holders will be required to re-shape policy to fit within the local environment, turning functional policy into reality. Thinking goes beyond the year ahead and is required to be open to external influences.

<table>
<thead>
<tr>
<th>Core Accountabilities</th>
<th>Expert &amp; Advisory Accountabilities</th>
<th>Partnering &amp; Commissioning Accountabilities</th>
<th>Delivery Accountabilities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Financial &amp; Resource Management</strong></td>
<td><strong>Political Management</strong></td>
<td><strong>Customer &amp; Market Analysis</strong></td>
<td><strong>Contract Management</strong></td>
</tr>
<tr>
<td>Be responsible for significant delegated financial budget and resources ensuring that they all are allocated effectively for the delivery of intended outcomes in manner which demonstrates value for money and compliance with relevant policies and guidelines.</td>
<td>Provide guidance and support to cabinet and members in translating their political objectives and priorities into coherent initiatives that will deliver their intended outcomes.</td>
<td>Lead analysis of the needs of the citizens and communities and the available market provision for a defined range of services to support the commissioning and delivery of best possible outcomes.</td>
<td>Lead the management of significant contract for the Council to ensure service provider compliance with contractual requirements and targets so that the highest possible levels of service quality are provided.</td>
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<tr>
<td><strong>Business Planning &amp; Risk Management</strong></td>
<td><strong>Professional Leadership</strong></td>
<td><strong>Service Planning &amp; Design</strong></td>
<td><strong>Performance Management</strong></td>
</tr>
<tr>
<td>Develop business plans to implement the agreed business strategies for the Council and its partners which are focused on delivering the political objectives and priorities of Haringey and which mitigate identified risks.</td>
<td>Provide respected professional leadership for defined disciplines to ensure that the Council access national best practice and ensure on-going professional development.</td>
<td>Lead the planning and design for a defined range of services to support the commissioning and delivery of the best possible outcomes for the citizens and communities of Haringey.</td>
<td>Lead the service delivery of a defined range of services for the Council ensuring that intended outcomes are being achieved through effective management against key performance indicators.</td>
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<td><strong>Leadership and People management</strong></td>
<td><strong>Policy &amp; Development</strong></td>
<td><strong>Service Procurement &amp; Contracting</strong></td>
<td><strong>Operational Improvement</strong></td>
</tr>
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<td>Provide strong, visible and collective leadership across the Council and its partners which builds a culture of high performance, inspires people and supports delivery of the Council’s strategic objectives</td>
<td>Lead the development of policies which support the delivery of corporate objectives and comply with all relevant legislation and statutory requirements within an acceptable level of risk.</td>
<td>Lead the procurement and contracting for a designed range of services to ensure that they deliver intended outcomes in a manner which represent long-term value for money at an acceptable level of risk for the Council.</td>
<td>Lead and drive a culture of continual improvement for the Council ensuring that business process are effective and efficient and enable the highest possible levels of service quality to be provided.</td>
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<td><strong>Customer Experience</strong></td>
<td><strong>Assurance &amp; Regulation</strong></td>
<td><strong>Market Development</strong></td>
<td><strong>Programme &amp; Project Management</strong></td>
</tr>
<tr>
<td>Ensure that there is a clear and consistent focus across the Council and its partners on delivering an inclusive and outstanding customer experience to all of the citizens and communities of.</td>
<td>Provide assurance that the Council’s business plans are being defined in accordance with government arrangement, relevant legislation and statutory requirements and in a manner which ensures safety and security.</td>
<td>Manage development of the marketplace including shaping and stimulating local markets to access appropriate and relevant public, private and voluntary sectors capabilities to deliver the best possible outcomes for the citizens and communities of Haringey.</td>
<td>Lead strategic programmes and projects for the Council ensuring that they are managed and controlled in an effective manner in order to achieve their intended benefits and goals.</td>
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<td><strong>Professional Leadership</strong></td>
<td><strong>Partnership Development</strong></td>
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<td>Provide respected professional leadership for defined disciplines to ensure that the Council access national best practice and ensure on-going professional development.</td>
<td>Contribute to the development of key relationships for the Council with a defined range of external organisations to enable the development and delivery of effective outcomes through collaborative, joined-up working.</td>
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Role Types

**Partnership (Collaborative) Roles**: These roles identify and are responsible for the outcomes that need to be achieved to best meet the needs of the citizens and communities of Haringey. These roles are hybrids with shared accountability for outcomes but with little direct operational control. In order to achieve outcomes, these roles are required to work collaboratively with others, the most common example being commissioning staff that will monitor local partner activity in order to ensure the delivery of high quality results. At the lower levels, these roles undertake specific commissioning for discrete services. At the higher level, these roles set commissioning outcomes across a broad range of thematic services.

**Delivery Roles**: These roles are the more traditional ‘front line’ service delivery roles. Here, post holders are directly accountable for performance, often through the direct controls of significant resources or through managed contracts. At the lower levels, operational managers may oversee a department or team. At the higher levels, they may be in charge of a department, large operational area or the management of significant contracts and may be ultimately accountable for ensuring compliance with statutory obligations.

**Expert & Advisory roles**: These roles provide a broad service that set policy and provide advice to support and assure all of the Council’s day to day activities. They gather information required by other groups to make strategic decisions and translate this into corporate policy and strategic advice. They have little or no direct accountability for outcomes; however, what they are accountable for is the quality of advice they provide to business leaders. At the lower levels, these roles tend to focus on research and analysis and the interpretation and implantation of policies. At the higher level, post holders set strategy, develop policy and provide assurance across the Council more broadly.

Work Levels

**Strategic Direction**: Post holders will be expected to think strategically, looking forward across a typical horizon of five years they will be required to scan the external environment and anticipate the impact of external forces. Thinking involves setting policy frameworks and objectives for others to ensure integration between function and sub-functions in pursuit of collective goals.

**Strategic implementation**: Thinking is associated with the variable application of policy locally. Post holders will be required to re-shape policy to fit within the local environment, turning functional policy into reality. Thinking goes beyond the year ahead and is required to be open to external influences.

**Tactical Implementation**: Post holders will be required to translate policies into operating procedures. Thinking is essentially concerned with the year ahead, although with a clear understanding of likely longer term developments. Solutions to problems will be designed to meet set objectives in line with the existing internal or external environments.

**Operational management**: Thinking is concerned with the interpretation and tactical application of policy to support local needs, i.e., how can policies be satisfactorily applied to a particular area of the borough. In order to contribute to wider policy decisions, post holders will provide feedback on how policies impact locally.
For Recruitment Purposes - Person Specification

The post holder will be expected to demonstrate associated qualities from the Leadership Framework and the Accountabilities Framework. In addition, the successful candidate will have attained:

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<tr>
<th>Qualifications</th>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td>Educated to degree level or equivalent relevant working experience</td>
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<td>x</td>
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During the selection process a successful candidate will be required to evidence:

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<tr>
<th>Knowledge &amp; Experience</th>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td>Significant knowledge and understanding of regeneration and economic growth issues in London</td>
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<td>Understand and experience of putting together a comprehensive and viable service strategy</td>
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<td>Understanding of the policy context for the service areas in the business unit, and experience of developing and driving strategy in this context</td>
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<td>Broad / diverse specialism background e.g., property, planning, regeneration (public or private) construction delivery.</td>
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<td>Managing large teams of people (cascading responsibilities)</td>
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<td>Managing large and/or multiple budgets</td>
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<td>Experience working with other large regeneration programmes, or large complex project, or large development project</td>
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<td>Managing high value third party contracts</td>
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<td>Successful application for central government grant based funding</td>
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