

Job description

Post title: Corporate Director Community Wealth Building

Grade: CO1

Service area: Community Wealth Building

Reports to: Chief Executive

Your team: Director of Inclusive Economy and Skills, Director Planning and Development, Director of Corporate Landlord Services, Head of Community Financial Resilience, Head of Strategic Procurement

Our ambition

We're determined to make Islington fairer. To create a place where everyone, whatever their background, has the opportunity to reach their potential and enjoy a good quality of life.

We also have an ambitious goal – to be the best council in the country – with every employee clear about the part they play and inspired, focused and supported to give their very best.

We want to build an organisation where employees feel valued, inspired and empowered to help us achieve our goals and provide the best services possible to our residents.

Our values and behaviours

'Be Islington' is about setting a clear challenge about what it means to be an Islington employee and sets the standard for every new recruit.

We ask our employees to 'Be Islington' – playing their part in working together for a fairer borough and to always be collaborative, be ambitious, be resourceful, and be empowering ('CARE').

Our commitment to challenging inequality

We are committed to tackling inequality, racism and injustice and creating a fairer borough for all. In order to do this, we need to set the example by being a fair employer and creating a workplace environment, which is free from discrimination, racism and inequality. Our approach needs to be proactive, consistently learning to create a fairer workplace and foster a culture, which empowers all staff to challenge inequality.

Fairness is at the heart of what we do. We want to celebrate and embrace our differences by:

- Ensuring our workforce is representative of the people we work on behalf of, our residents
- Creating equitable working environments and diverse teams
- Understanding our residents in order to design and deliver services that help tackle inequality and improve life chances for our residents
- Getting to know people and their differences
- Interpreting issues and concerns from a cultural perspective and address situations or problems from the points-of-view of multiple cultures

- Supporting people with long-term health conditions and/or disabilities
- Recognising the value of flexible working to support staff where possible

Key responsibilities

- Provide the leadership and drive to promote the vision and principles of the Community Wealth Building directorate.
- Develop and lead the implementation of the Community Wealth Building strategy for tackling economic disadvantage and inequality, increasing opportunity for all through creating a sustainable and inclusive local economy, underpinned by a strong community asset base.
- Shape and drive forward the council's Inclusive Economy strategy, building a local economy that works for all residents and local businesses.
- Ensure the delivery of Inclusive economy work to support and develop local economic clusters, both geographic and sectoral. Ensure the council's economic wellbeing offer to residents including financial resilience and employment support.
- Develop the council's progressive procurement strategy ensuring social value as a key driver and an alignment with the overall council aim of fairness and tackling economic disadvantage and inequality.
- Ensure the approach to strategic land use planning and development management is consistent with the aims of the Directorate and supports a sustainable inclusive local economy.
- Develop and ensure delivery of the council's Corporate Asset Strategy and supporting associated governance.
- Ensure Islington's assets and spaces support the delivery of our Community Wealth Building ambitions, including the viability and delivery of Major Capital Projects.
- Ensure that council contracts support the council's delivery of its zero carbon commitments, optimising commercial opportunities and extracting social value.
- Lead the development of a strategy that supports the enhancement of residents' financial resilience as part of a wider Economic Wellbeing offer ensuring an integrated financial resilience office and personalised approach for adult social care.
- Overall responsibility for the Planning and Development Division and the development of a planning strategy that drives forward the Community Wealth building agenda.
- To develop and maintain a strong interface with the Leader, the lead Portfolio holder and elected members.
- To represent the Council by promoting its image and reputation on a regional and national stage, helping to influence national and regional policies and strategies in the post holder's area of focus.
- To lead your directorate senior management team and ensure, through Service Directors, the effective and efficient delivery of high quality services
- To take a lead role in making the council as efficient as possible, using technology where appropriate to transform services and drive service improvement and deliver savings.
- To promote a culture of continuous improvement and delivering best value throughout the council and the directorate, to ensure the delivery of excellent and continuously improving services.

- Play a key role in ensuring that Islington Council continuously improves, provides a first class service to the people of Islington, and achieves its full potential in the optimal delivery of services.
- To champion fairness and equality across the partnership, working with members, senior leaders, staff and the wider community to identify clear priorities and to deliver tangible change.

Budget responsibilities

Manage a budget of up to £100 million

Leadership

As a member of the council’s management team, to contribute proactively to the collective leadership for the council, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council’s objectives and priorities.

To drive positive cultural change, embodying and promoting the values and behaviours of the council and empowering staff to reach their full potential. Ensure that the performance and development framework is effective for all staff.

To lead on and ensure the effective implementation of corporate initiatives and transformation programmes that cut across the whole or part of the council’s activities.

Resources and Financial management

Ensure effective Financial Management, cost controls and income maximisation in an ever changing environment, fluctuating demands and priorities. Ensure resources are well managed and effectively deployed to the best possible effects assuring value for money in all activities.

Compliance

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

Person specification

You should demonstrate on your application form how you meet the essential criteria. Please ensure that you address each of the criteria as this will be assessed to determine your suitability for the post.

Essential criteria

Qualifications and Experience

Essential criteria	Criteria description	Assessed by
1	Educated to degree level with evidence of continuing professional development	Application

Essential criteria	Criteria description	Assessed by
2	Experience of leading significant change at a senior level within a complex organisation, clarifying and supporting the cultural transformation, which is integral to change.	Application/Interview
3	Experience of driving innovation, tackling the status quo with evidence and intelligence, and successfully delivering transformational change programmes, particularly within the portfolio of this role.	Application/Interview
4	Experience of successfully leading, motivating and managing a team of senior professional staff to achieve successful outcomes and contributing to the development of corporate strategies, goals and priorities.	Application/Interview
5	A record of effective leadership and delivery at a senior level which demonstrates the following qualities: <ul style="list-style-type: none"> <input type="checkbox"/> Takes corporate responsibility <input type="checkbox"/> Delivers results <input type="checkbox"/> Flexes style and approach <input type="checkbox"/> Provides systems leadership <input type="checkbox"/> Shows resilience <input type="checkbox"/> Motivates and empowers 	Application/Interview

Skills

Essential criteria	Criteria description	Assessed by
6	Sound political and organisational awareness with a good understanding of the Local Government context. Able to demonstrate political sensitivity and secure the confidence of members.	Application/Interview
7	National and local political awareness and knowledge, particularly in relation to key policy and legislative changes affecting services within the directorate	Application/Interview
8	Strong financial management skills and good knowledge and understanding of local government finances at a strategic level with the ability to manage and plan budgets	Application/Interview
9	Strong collaborator and confident system leader, with experience of working with	Application/Interview/Test

Essential criteria	Criteria description	Assessed by
	colleagues and partners to make a strategic contribution.	
10	Ability to promote creative and innovative solutions to major strategic and operational challenges, including digital enablers as appropriate.	Application/Interview
11	Displays an awareness, understanding and commitment to the mission and values of the council	

Special requirements of the post

Essential criteria	Criteria description	Assessed by
12	This post is subject to the council’s policy on pecuniary and personal interest	N/A
13	This post is designated as politically restricted	N/A

Our accreditations

Our accreditations include: the Healthy Workplace award, Timewise, London Living Wage Employer, Disability Confident Committed, The Mayor’s Good Work Standard, Stonewall Diversity Champion, and Time to Change.

