

Are you an inspirational, forward thinking, strategic leader?

Director of Environment

Job Reference: ERN04025

Salary: £113,683



Recruitment Pack



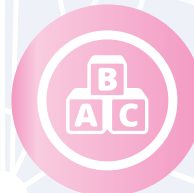
www.eastrenfrewshire.gov.uk



Vision for the future

Our vision is to be a modern, ambitious council creating a fairer future with all and our ultimate aim is to make people's lives better.

We are working across East Renfrewshire to achieve best Outcomes for



EARLY YEARS
AND VULNERABLE
YOUNG PEOPLE



LEARNING, LIFE
AND WORK



ENVIRONMENT
AND ECONOMY



SAFE, SUPPORTIVE
COMMUNITIES



OLDER PEOPLE
AND PEOPLE WITH
LONG-TERM CONDITIONS

We will achieve this by excelling in our Five Capabilities



PREVENTION



EMPOWERING
COMMUNITIES



DATA



MODERNISATION



DIGITAL

And along this journey, in everything we do, we must live our Values



Ambition



Kindness



Trust

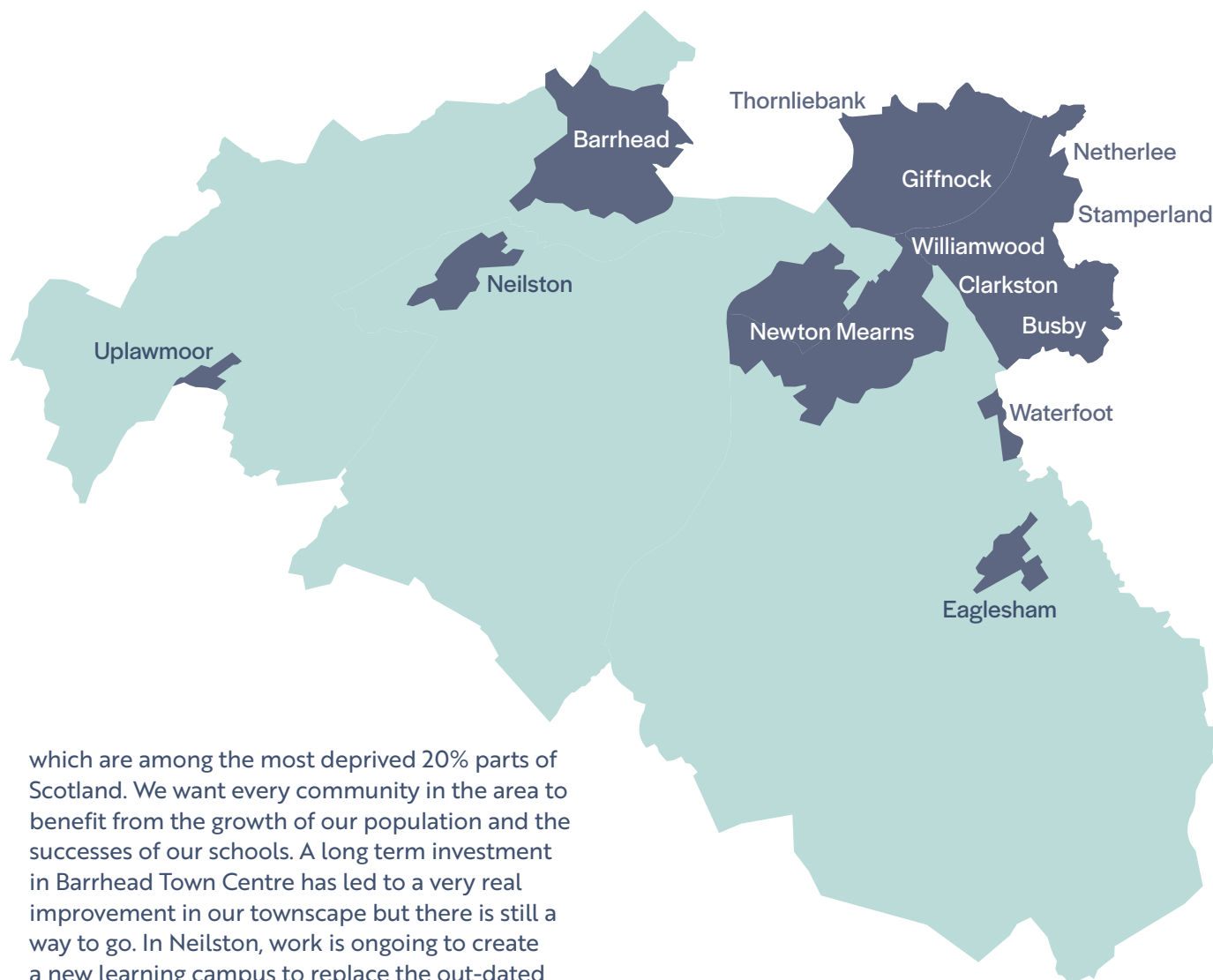
About us

East Renfrewshire is part of the Glasgow City region and sits to the south of the city of Glasgow with urban towns, rural villages and large areas of countryside. It is one of the most attractive places to live in Scotland, with a growing population drawn by high quality housing, excellent council-run schools and attractive green spaces.

The number of people living in East Renfrewshire is expected to continue to grow at a rate more than twice the Scottish average, and the two age groups which are projected to grow the most are children and the over-85s.

Our education department and schools are regularly reported to be the best performing in Scotland not just in terms of attainment but also crucially in closing the gap between those living in the most challenging of circumstances and those living in more affluent areas. The quality of our Early Years provision attracts many young families to the area. Our additional support needs school, Isobel Mair, holds a special place in the heart of the community. Ensuring that our schools can continue to meet the needs of all of our learners is crucial and we have an ambitious programme of investment underway.

Three-quarters of our residents live in the Eastwood side of the area and the remaining 25% in the Levern Valley which includes Barrhead, Neilston and Uplawmoor. Our area has some of the most affluent areas of Scotland as well as some of the most deprived, a legacy of an industrial past. There are seven data zones in Barrhead



which are among the most deprived 20% parts of Scotland. We want every community in the area to benefit from the growth of our population and the successes of our schools. A long term investment in Barrhead Town Centre has led to a very real improvement in our townscape but there is still a way to go. In Neilston, work is ongoing to create a new learning campus to replace the out-dated education estate in the area. As part of this wider regeneration project, future phases will see new leisure provision and High Street improvements.

About us

Plans are also in the pipeline to improve the civic realm in Thornliebank and breathe fresh life into the area. The lack of affordable housing in the area is a particular issue for us with very high demand for our Council Houses.

The recent completion of our largest new council house development to date, at Balgraystone Road in Barrhead, is part of an ambitious programme to meet the needs of our communities, which has already seen more than 170 homes built or currently in development since 2018. We already have approved plans in place to increase the number of houses in East Renfrewshire by over 3000 between 2019 and 2029 to meet our part of the Scottish Government's target for new housebuilding in Scotland. East Renfrewshire has many green spaces for people to enjoy, including award-winning parks such as Rouken Glen, golf courses and sports pitches. Our key projects as a partner in the Glasgow City Region City Deal are about developing the M77 corridor which includes development at Newton Mearns and Barrhead. Our Greenlaw business Centre is now open for business after a Covid related delay and we want

this to be a spur to encourage innovative start-ups in the area, building on the talents of our population. The Dams to Darnley Country Park is a crucial part of the City Deal work with plans for water based sports, a visitor centre, a new train station and improved active travel infrastructure.

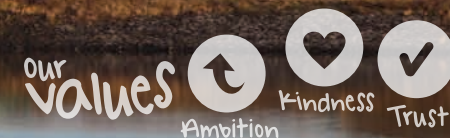
Improving our roads infrastructure has also been a key area of focus. A five-year programme was set up in 2019 committing an additional £15m to specifically target improving residential roads. Since starting this work, almost 150 projects have been completed.

Addressing the impact of climate change will be crucial to the future of the area. Our residents already have one of the highest recycling rates in Scotland and place value on addressing climate change. Our commitment in this area has already been strengthened as we aim to cut the emissions of council buildings and seek to reduce the physical footprint of our properties. By declaring a climate emergency, we are focused on meeting our net zero carbon ambitions by 2045.

Delivering high-quality opportunities through our employability service, Work EastRen, is supporting residents to get ready for, find and get work. We also provide a wide range of support and services to local businesses as we focus on helping new and existing businesses to grow. With a high proportion of the employment opportunities in East Renfrewshire of a service nature,

it means many of the people who work in the area are paid below the living wage. We continue to strive to develop a better balance of jobs to reflect the highly skilled nature of our population.

**PEOPLE LIVING IN
EAST RENFREWSHIRE EXPECT
HIGH QUALITY COUNCIL SERVICES
AND OUR VISION IS TO CREATE
A FAIRER FUTURE WITH ALL.**



About the department

Our Local Development Plan (LDP) provides the Council with a development strategy that will guide the future sustainable growth of East Renfrewshire up to 2025 and beyond. This includes delivery of a sufficient supply of high quality housing, the preservation of the natural environment with strong planning policies in place to ensure our climate change impacts are minimised. We have ongoing capital investment in improving roads and facilitating a shift towards more sustainable transport. Through our City Deal ambitions we will deliver £44m worth of major infrastructure projects driving innovation and growth through the support of key sectors, with the objective of addressing challenges in the local labour market and increasing employment opportunities.

Our team, in conversation with a range of stakeholders and in tandem with important processes such as Local Development Planning and wider City Region work continue to develop

future plans to further improve our local communities. Going forward, we will reassess our activities with renewed emphasis on rising to the challenge of a green economic recovery and climate change, with the Council's first ever Climate Change Strategy and Action Plan currently under development.

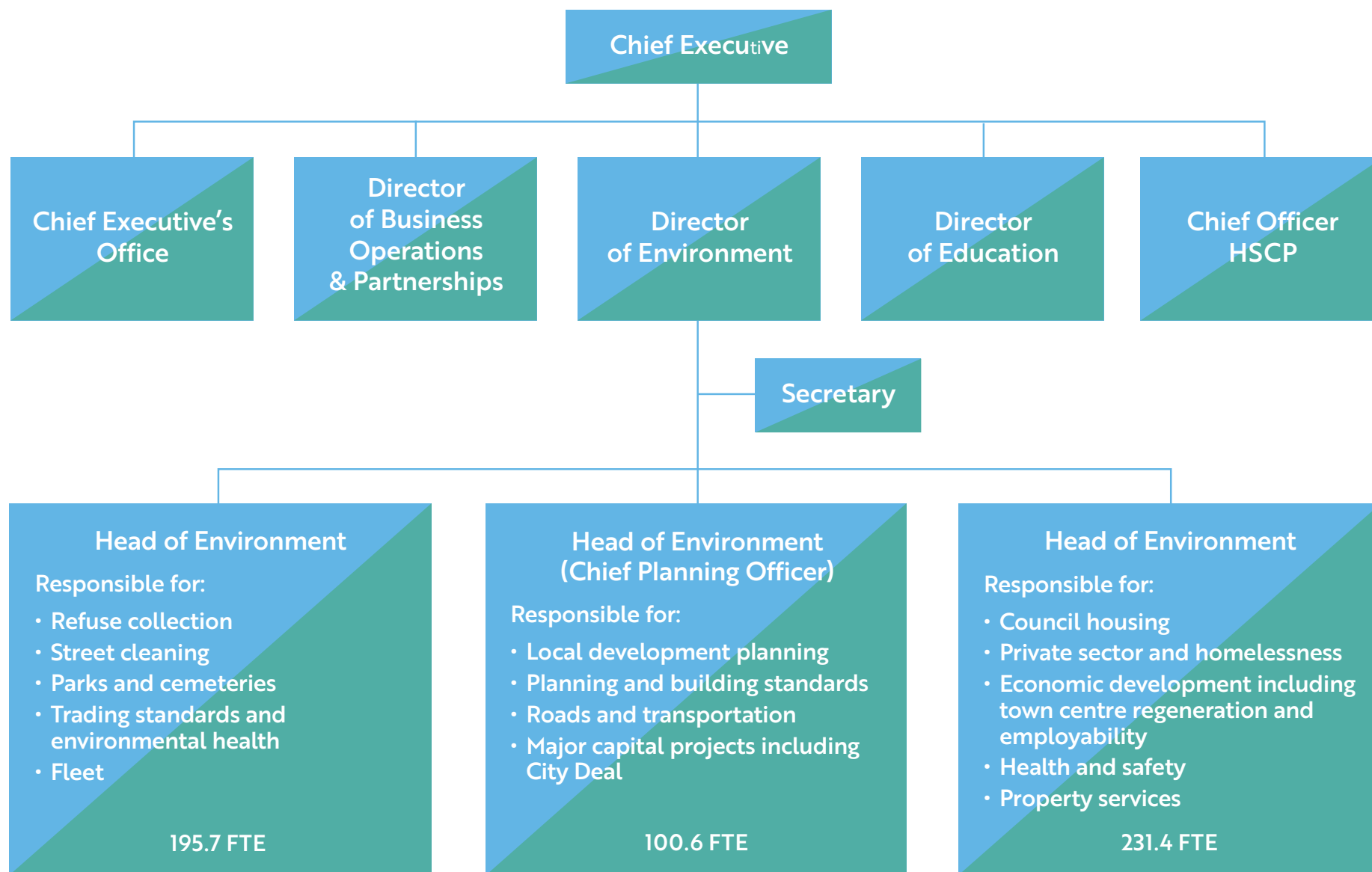
Our Environment department has a gross revenue expenditure of £60 million and in addition includes significant capital resources. The department employs approximately 550 people who together provide a wide range of services for local communities including:

- Roads and transportation
- Refuse collection and street cleaning
- Planning and regulatory services
- Strategic services
- Housing services
- Capital projects
- Parks and cemeteries



Aerial Photography(c) Getmapping PLC

Structure



Job Description

Principal Function

To provide strategic leadership around the development of East Renfrewshire as a great place to live and work and the management and development of a range of place based services within the Environment Department.

Main Duties

- To provide overall strategic leadership and management of the Environment Department within East Renfrewshire Council, which includes
 - Climate change impact and action plan;
 - Roads and transportation;
 - Housing services;
 - Capital projects.
- To play a full part in the Council's Corporate Management team and to develop and foster a good working relationship with other chief officers to ensure that a shared approach to the management and execution of the Council's affairs is maintained.
- To support elected members in determining overall strategic objectives and priorities providing them with advice and information.
- To take an active role in the development of schemes for the improvement and enhancement of the environment, including, where appropriate, reorganisation of land uses, identification of development opportunities, improvement in communications and infrastructure, promotion of alternative modes of transport and encouragement of waste minimisation and recycling.

- To ensure that the statutory requirements relating to all functions of the department are observed.
- To ensure that the department plays its part in the delivery of the councils contribution to the community planning outcomes in the Community Plan and to the Council's corporate strategy and Plans.
- To promote the Councils values of ambition, kindness and trust.
- To promote and develop a customer orientated ethos within the department and fully utilises digital technologies to deliver an excellent customer journey.
- To seek and maintain positive working relationships and partnerships with other private, public and voluntary sector agencies to secure resources for the development and improvement of the area.
- To continuously modernise how the department works, ensuring that the department is as efficient and effective as possible and makes the best use of available resources.
- To maintain and develop effective mechanisms for consultation, communication and engagement with all stakeholders including trade unions, employee representatives and the community.

And of course we also want high standards of management adhered to including:

- Measure monitor and evaluate performance and to promote a culture of continuous improvement in all services within the Environment Department, taking account of Best Value and building on best practice, benchmarking and evidence.
- Ensure that operational management of the department is carried out to the highest levels and that the highest standards of professional practice are maintained, through the development, monitoring and effective management of services and employees.
- Manage effectively the staffing, financial and other resources available to the department.
- Exercise the specific delegations of the post as laid down in the Council's Scheme of Delegated Functions.
- Ensure strict compliance with Council Standing Orders and Financial Regulations.
- Be conversant with all relevant legislation and specialist areas relating to the work of the department.
- Apply equal opportunity practices in the workplace and in service delivery.
- Develop a positive attitude to health and safety among staff and to ensure the implementation of the council's health and safety policy.
- Undertake such other duties as the Council or Chief Executive may require.

Person specification

ATTRIBUTES	ESSENTIAL	DESIRABLE
PROFESSIONAL/ EDUCATIONAL QUALIFICATIONS		
Education to degree standard or equivalent	✓	
Recognised management or leadership accreditation		✓
RELEVANT WORK/ OTHER EXPERIENCE		
Considerable experience of senior management in a large complex organisation	✓	
Substantial experience in the management and co-ordination of strategic policy objectives of a large organisations	✓	
Proven record in the management and co-ordination of human and financial resources	✓	
Proven track record or promoting, leading and managing change and of harnessing the strengths and talents of employees at all levels	✓	
Substantial experience in the application of a corporate approach to the development and implementation of policies and strategic initiatives	✓	
Considerable experience in the development of close strategic relationships with a wide range of partners and external organisations	✓	
Demonstrable experience in the leading and implementation of performance and planning processes	✓	
Proven record of partnership working inside and outside an organisation	✓	
Thorough understanding of the workings of local government		✓
Considerable experience in the creation and implementation of a place-based vision	✓	
Developing strategies and converting them into effective outcomes for places and communities	✓	
Significant experience and responsibility for major capital projects	✓	
Experience of working in a political environment	✓	

Person specification

ATTRIBUTES	ESSENTIAL	DESIRABLE
SKILLS AND ABILITIES		
A clear understanding of and a commitment to corporate working	✓	
Ability to champion performance management and best value within a large complex organisation	✓	
Ability to identify and pursue the potential of digital technologies in securing service improvement and increased efficiency	✓	
Able to manage the different priorities of a professional team in a multi-disciplined service	✓	
Highly developed written, verbal and numeracy skills	✓	
Sound knowledge of budgetary control systems and procedures	✓	
Ability to effectively manage large revenue and capital budgets.	✓	
Sound negotiating skills	✓	
Well developed influencing skills	✓	
Effective presentation skills	✓	
Specific knowledge of current legislation relating to local government	✓	
Ability to create and successful promote a vision both internally and externally within an organisation	✓	
LEADERSHIP COMPETENCIES		
Inspires others to understand and buy into the organisational vision	✓	
Leads a motivating performance culture that achieves improved outcomes	✓	
Begins with the end in mind, focusing on solutions that move the Council forward	✓	
Acts in a politically sensitive manner, showing respect for a diversity of opinions and needs	✓	
Delivers professional impact through clear prioritisation, effective delegation and timeous delivery of strategic priorities	✓	
Maintains a calm and positive attitude under pressure and during times of conflict	✓	
Encourages and nurtures the development of others through a variety of approaches including coaching and mentoring and learning from mistakes	✓	
Empowers others to be innovative and make decisions	✓	
Seeks and responds to feedback from key stakeholders to drive service improvements	✓	
Puts the customer at the heart of everything we do	✓	

Interview Timetable

As Director of Environment, you'll enjoy the opportunity of working across public sector partners, communities and council departments, driving forward improvements which will have a positive impact on the experience of both internal and external customers. Collaborative and dynamic leadership will be at the heart of everything you do, whether leading on the strategy for the area, advancing the role of digital technology and understanding the impact of climate change or delivering the best possible services.

An inspirational and forward-thinking strategic leader, you will have a strong track record in building effective partnerships and delivering solutions focused and results-based service improvement across a large and complex organisation. With a proven flair for shaping change and leading people, you will have a crucial role in ensuring we continue to challenge ourselves to offer an excellent service to our residents.

The planned recruitment timetable is:

Closing Date	28 August
Shortleeting by Appointment Committee	5 September
Assessment Centre	14 September
Interview by Appointment Committee	21 September

If you would like an informal discussion about the post, you can either contact Catriona Mackie, Aspen 0141 212 7555 or alternatively contact Lorraine McMillan, Chief Executive on 0141 577 3009.

Terms & Conditions Summary

Pension Scheme

Employees with a contract of employment for 3 months or more are automatically included in our Local Government Pension Scheme which is a career average scheme. Pension contribution rates are based on a tiered system determined by your annual full time equivalent pensionable pay. For example for those earning up to and including £21,800 the contribution rate you pay is 5.5% of your salary. The council pays the rest of the cost of providing your benefits. This amount varies but it's always enough to make sure your pension can be paid and will be at least 19.3% of your pay.

In addition you get tax relief on your contributions - the tax you pay on your salary is calculated after your pension contributions are deducted.

Other main pension benefits include a pension that increases each year in line with price inflation and the ability to exchange some of your pension to provide a tax free lump sum. Further details can be found in the attached document General Information for Applicants or via the Strathclyde Pension Fund website www.spfo.org.uk.

Hybrid working

Depending upon the needs of the service, staff in Hybrid roles will typically work from home for up to 40-60% of the time where the needs of the service can still be met.

Recruitment Communication

As you are applying for this post on-line you will receive an automatic e-mail receipt once you have submitted your form.

You should also note that all communication will be sent electronically to the email address you provide on your form. This can include the following:

Email notification advising of outcome of shortlisting

- Invite to interview email
- Conditional offer email
- Full employment contract

Given the nature of the above correspondence you should ensure that the email address you provide is secure and relevant (i.e. not public or work related if possible)

Disability Confident

If a disabled applicant can clearly show in their application that they meet the essential criteria for the job (as shown in the person specification) they will be given the opportunity to demonstrate their abilities at interview.

Equalities

East Renfrewshire Council is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

Our aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

We offer a range of family friendly, inclusive employment policies, and employee benefits to support staff from different backgrounds.

East Renfrewshire Council has committed to implement the key recommendations of the Scottish Parliament's Equalities and Human Rights Committee's Race Equality, Employment and Skills: Making Progress report.

More details on terms and conditions can be found in Appendix 3: General Information for Applicants.

Useful Documents

[Council website](#)

[Local Development Plan](#)

[Outcome Delivery Plan](#)

[Vision For The Future \(under review\)](#)