

JOB SUMMARY

Post Title	<i>Strategic Manager – Waste and Environment</i>						
Job Family	<i>Business Support</i>	Pay Range	16	Line Manager to others?	Yes	Role profile ref	<i>BS16</i>
Service Area	<i>Community Services</i>						
Line Manager	<i>Service Director Waste, Environment and Planning</i>						
Location	<i>County Hall</i>						

Job Purpose

To lead, plan and control the council's:

- Waste & Public Realm Team, and;
- Climate, Coast and Environment Team.

This role includes leading teams with a mixture of direct delivery and contracted services, developing strategic service delivery plans, strategy development and project delivery. This role underpins the successful delivery of the council's corporate priorities and outcomes, including:

- Leading the effective and efficient strategic and operational management of the Waste and Public Realm functions, ensuring compliance with the contracts and expectations of the contractors. Act as deputy Authority Representative for the Waste Contract.
- Leading the delivery of a corporate strategy and corporate action plan for Climate, Biosphere and Sustainability.
- Leading the delivery of the council's Coastal Protection and Beaches team
- Leading on development, delivery and the co-ordination of large-scale projects and initiatives.

Job Context

- Provide strategic leadership and management of Waste and Environment functions and related activities, ensuring that teams are highly motivated towards efficiency and strong performance in the delivery of key corporate and service priorities.
- Ensure that the functions within Waste and Environment are effectively monitored, and all requirements of the contract are met, to time, budget and quality.
- Take responsibility for the day to day financial management of the Waste and Environment services
- Ensure that the overall integrity and safety of all contracts are secured and maintained on behalf of the council and the hospital trust.
- Developing effective partnerships with users, user representatives and other strategic stakeholders to ensure Waste and Environment functions provide for their needs and the strategic needs of the Island.
- Assessing and agreeing potential changes to Waste and Environment functions to the benefit of all users and where safety remains the prime consideration.
- Work across the council with directors and strategic managers to ensure the delivery of WR and ES programmes and projects.
- Ensure there are efficient and effective traded services including but not limited to the NHS Waste and Recycling, and energy service level agreements.
- Undertake horizon scanning to keep up to date with internal, regional and national developments that affect the work of the service and to plan and develop appropriate strategies for response.
- Maintain professional knowledge and expertise in own field, ensuring that continuous professional development is undertaken for self and the team.
- Develop and maintain an effective service business continuity plans.
- Ensure the development and delivery of continuous improvements in all aspects of the service. Manage and control the planning and implementation of improvements which impact the professional service and the council.

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- Actively promote and celebrate diversity, ensuring that the service and team members champion the principles of inclusion.
- Proactively build good working relationships and communicate effectively with all stakeholders, including partner organisations, managers and strategic directors.
- Provide key support and guidance to relevant portfolio holders as well as relevant information and advice to all councillors as required.
- Ensure that all aspects of health and safety management and operational practice are in place, monitored and reviewed on a regular basis, with all required training identified and instigated to meet staff need.

Knowledge, Skills and Experience

Role Profile requirements.	Job specific examples.	Essential	Desirable
Substantial relevant experienced of delivering specialist services which support complex service delivery, with expert technical/professional knowledge and experience.	<i>Evidence of ability to initiate and lead a programme of professional and technical service activities that assist the council in the delivery of agreed corporate and service objectives and priorities.</i>	X	
	<i>Experience of implementing practical project management approaches which secure successful delivery of agreed business outcomes.</i>	X	
	<i>Ability to establish strategic and operational plans and policies that facilitate the successful delivery of service priorities and agreed key activities.</i>	X	
	<i>Ability to analyse and interpret information and data to inform service planning and effective decision making.</i>	X	
	<i>Ability to convey complex and sensitive information at all levels of working</i>	X	
	<i>Ability to quickly analyse issues, identify priorities and to create and implement solutions.</i>	X	
	<i>Demonstrable ability to undertake financial analysis, interpret financial data and develop sound and robust business cases for decision making purposes</i>	X	
Expert applied knowledge of the service area, the authority and the interrelationships with other services and external agencies/partners including influencing factors.	<i>Significant technical knowledge and operational contract management experience to establish constructive working relationships with contractors whilst securing delivery of agreed outputs and contractual expectations.</i>	X	
	<i>Experience of large scale, high value commissioning, procurement and contract management of suppliers within a local government environment.</i>	X	
Excellent understanding of emerging developments within the scope of the specialist area.	<i>Undertake horizon scanning in order to analyse and predict emerging developments that require a service response.</i>	X	
	<i>Evidence of being actively engaged in own professional development and maintenance</i>	X	

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	<i>of any professional standards or registration.</i>		
Extensive and comprehensive knowledge of the council's constitution, processes and procedures, with an understanding of political sensitivities.	<i>Possessing a clear understanding of the confines within which operational decisions can be undertaken within delegated authority and which require senior managers and political exposure.</i>	X	
Experience of leading projects, which impact the area of specialism, IWC and wider partner relationships with a demonstrative understanding of project management methodologies and systems.	<i>Experience of leading large scale and complex contracts through robust project/programme methodology that secures delivery on time, within budget and to required standards and expectations.</i> <i>Experience in securing effective employee engagement and influencing staff, senior managers, members and other stakeholders to achieve agreed outcome.</i>	X	
Authority and credibility to build relationships and engage successfully with colleagues, partners and customers. Excellent persuasion and negotiating skills, in order to motivate people and partnerships and influence strategic decisions and outcomes critical to the organisation.	<i>Demonstrable evidence of the ability to engage, influence, negotiate and constructively challenge with a view to reaching a consensus on required outcomes.</i> <i>Demonstrable competence in the delivery of high quality presentation skills that engages the audience; conveys key messages and is outcome focussed in content.</i> <i>Demonstrable evidence of developing and maintaining an inclusive working environment and actively promoting and celebrating the diverse life experience that people bring.</i> <i>Evidence of ability to challenge unlawful discrimination, harassment and victimisation or having taken steps to prevent such situations arising.</i>	X X X	
Excellent ICT skills – including use of Microsoft applications and specialist systems which support procedures and record keeping.		X	
Proven experience of managing change effectively in a variety of functional and business environments.	<i>Possess a positive “can do” approach which inspires others to achieve.</i> <i>Evidence of self-awareness and understanding of the impact of own approach and behaviour on others and is flexible to adapt style and approach to the differing needs of people.</i>	X X	
Excellent leadership skills to inspire, motivate and develop team members to high levels of performance. Initiative, strategic and political awareness demonstrated in innovative approach to problem solving and decision making.	<i>Experience of leading and motivating multi-disciplinary teams to achieve a common goal with demonstrable track record of success</i> <i>Evidence of the skills and competence to enable individuals to perform independently and responsibly to deliver agreed outcomes.</i> <i>Experience of operating professional development review systems for staff</i>	X X X	

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	<p><i>together with evidence of successful outcomes in the achievements of staff under own responsibility.</i></p> <p><i>Demonstrable evidence of developing and maintaining a positive health, safety and wellbeing culture within the service where all aspects of working practices are compliant with council policies and procedures and where staff are actively engaged in promoting a safe working environment.</i></p> <p><i>Experience of developing and initiating business continuity arrangements and the ability to act accordingly in circumstances of emergency.</i></p>	<p>X</p> <p>X</p>	
Qualifications			
Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
Educated to degree level or equivalent in appropriate discipline		X	
Post Graduate qualification or equivalent experience			X
Management qualification		X	
Other Requirements			
<ul style="list-style-type: none"> • Ability to prioritise and organise own workload to ensure deadlines are met • Ability to work under pressure and managing competing demands • A good understanding of working in a political environment and experience of working with elected members 			
Organisation Structure (optional)			