

Head of Regeneration

About Redbridge

Redbridge is amongst the fastest growing places in the country and we are full of ambition for our people and communities. We are proud of the rich diversity across the borough. As home to more than 350 local voluntary and community organisations and thousands of businesses we want to build on our successes and strong partnerships and work smarter and faster to deliver growth and investment and improve the lives of all our residents. We have excellent schools, good affordable housing (compared to other parts of London) high quality open spaces and rapid transport connections into the heart of the city - all of which offer great opportunities for people of all ages to enjoy.

Our population increase - both because of people living longer and because our young families are growing - is driving more demand for adults and children's services and affordable housing. This means we need to deliver proactive customer-centric services and ensure we have strong employment opportunities and economic growth potential as well as good housing provision, designed for current and future need. We want everyone to feel safe and proud to belong to our Borough and believe this is a fantastic time to be at the centre of a big team effort that will deliver our vision with, and for, the people of Redbridge.

All of this means we need to work as a united, positive team, with determination and pace, to make sure our vision and plans are achieved. We have a strategic delivery plan already in place and this is underpinned by our values of **Collaboration, Honesty, Excellence and Fairness**. All the foundations are in place to build and deliver a range of solutions and outcomes that will continue to make sure Redbridge is a fantastic place to live work and play for people of all ages.

Role Purpose

Reporting to the Director of Regeneration and Growth. The Head of Regeneration will play a pivotal role in leading and co-ordinating activity to harness the regeneration benefits of growth, leveraging investment from our East London location to enable our residents, businesses and communities to thrive, prosper and enjoy a high quality of life. The postholder will drive the Council's regeneration agenda seeking to bring forward a range of physical, economic and social projects aimed at bringing forward significant investment to deliver growth, address historic infrastructure deficits and secure real benefit for local people. The postholder will specifically lead the Council's work on Regeneration strategy/policy, Economic Development (including Employment and Skills) and the development and delivery of capital investment projects. The role includes leading the Council's relationship with Redbridge Institute of Adult Education (RIAE).

Key Accountabilities

Management of the Regeneration Service

- Direct responsibility for the management of all staff, contractors and consultants within the service, setting targets, monitoring performance and taking corrective action as required.
- Direct responsibility for the management and monitoring of all regeneration related budgets (c.£1m per annum) to ensure that the service delivers consistently within budget and meets all savings/income targets.
- Setting the direction for the service through developing and championing a broad service plan and creating a high-performance environment where staff are empowered to secure its effective delivery; and
- Explore and, where possible, develop opportunities for the Council to sell property services / act as a development agent to partners and third parties (e.g. schools, Vision, health partners, etc).

Service Development

- Developing a framework for growth and inward investment in Redbridge, working collaboratively across service areas to deliver place-based outcomes that will benefit residents and businesses.
- Support the development and implementation of a clear Asset Management Plan directing the use of the Council's assets to support the delivery of the Council's regeneration objectives and those of its partners; and
- Working with others, support the development, implementation and review of the approach to the management and delivery of capital projects to ensure a common methodology building upon the principles of intelligent client functions.
- Ensuring clear programme management, procedures and governance arrangements are in place that support project delivery and reporting against key performance indicators.

Economic Development Skills

- Leading the development, implementation and subsequent review of the Economic Development and Inward Investment strategies for the Borough which set out a clear vision for the Economic Growth and Investment Opportunities.
- Ensuring that datasets are in place and updated to allow a clear understanding of the economic profile of Redbridge; and that progress against key indicators of growth and economic development is monitored and tracked to inform strategy development and priorities for investment.
- Leading the continued development of Work Redbridge as a compelling, coordinated Economic Development/Employment offer for Redbridge.
- Creating and maintaining forums for engagement and collaboration with local businesses and partners; ,managing the delivery of a programme of business engagement and support to strengthen the Council's relationship with local businesses and increase rates of economic activity; and
- Managing the delivery of a town centre management programme to strengthen the role within the Borough and build the conditions for investment and growth.

Regeneration

- Leading the formulation of strategies, frameworks and masterplans to provide a foundation for regeneration and growth activity across the borough.

- Managing a programme of regeneration projects to clear time, cost and quality principles.
- Leading the Council's strategic approach to regeneration, setting direction and providing policy input into areas including the Local Plan, Corporate Landlord, Housing and Education functions.
- Leading the Council's work to build the image of the Borough with a view to maximising inward investment in support of growth.
- Developing clearly prioritised proposals and place-based solutions for the transformation of town centres in Redbridge, including the development and regeneration of Ilford, ensuring that the Council maximises the value of its own significant asset base; and Working with others, develop proposals for a range of physical, economic and social projects in support of the wider regeneration agenda.
- Evaluating assets and the role that they may play in supporting regeneration priorities,
- Evaluating and recommending delivery mechanisms as a route to implementation.
- Co-ordinating of cross service and multi-disciplinary project teams to guide the approach to the delivery of regeneration projects and programmes.
- Ensuring clear governance arrangements to support project delivery and monitoring through each stage of the development lifecycle.
- Developing key relationships with developers, partners and government agencies to create the best possible conditions and opportunities for investment in Redbridge.

Regeneration input into wider Council agendas

- Providing Regeneration input into broader Council initiatives/workstreams including transformation activity, the refresh of the Local Plan, Public Health Programmes, Regeneration/Economic Development activity, Housing Development, and Leisure and Culture developments.

General duties

All duties and responsibilities should be carried out in accordance with the Council's constitution, code of conduct, governance arrangements, policies and procedures.

All other duties commensurate with the grading of this post as directed from time to time by the Executive Director of Regeneration and Culture

Financial – all regeneration related staffing, projects and services costs (c£1m) as well as capital budgets awarded from time to time for particular projects.

Equalities - Complying with the Council's strong commitment to achieving equality of opportunity and outcomes in its services to the community and in the employment of people. You are expected to understand, comply with and promote Council policies in your work, to undertake any appropriate training and to challenge any prejudice and discrimination.

Customer Care - Complying with corporate and service area customer service standards and promoting the development of high quality, empathetic, individualised and customer-led services.

Health and Safety - Being responsible for your own Health & Safety, as well as that of colleagues, service users and the public. Employees should co-operate with management, follow

established systems of work, use protective equipment where necessary and report defectives and hazards to management.

Taking responsibility for continuing self-development and participating in training and development activities.

Participating in the ongoing development, implementation and monitoring of the service plans.

Supporting and contributing to value for money, service efficiencies and improvements.

Person specification

		Desirable / Essential
Statutory or Mandatory qualifications:		
Educational Ability	Good quality degree in relevant subject	E 3
	Membership of RTPI or RICS	E 1
	Project Management Qualification, i.e. PRINCE2	E 2
Skills and Abilities	Proven ability to successfully manage a service of a similar scale	

	<p>Detailed knowledge of legal, regulatory, policy and process obligations/requirements in respect of regeneration.</p> <p>Experience of leading teams.</p> <p>Highly developed partnership and communication skills with experience of building positive relationships with internal and external stakeholders</p> <p>Ability to maintain and interrogate complex financial information including developing and reviewing business cases, budgets reports and management accounts</p> <p>Experience working in a senior position within local government, operating in a political environment and working closely with elected members</p>	
Customer focus	Understanding of needs of Members and Officers and how to manage and deliver services to meet their requirements.	E
Communicating and influencing	<p>Ability to disseminate information to employees that is clear and readily understandable.</p> <p>Ability to express ideas and proposals with clarity so as to be effective in influencing desired objectives.</p>	E
Building relationships, working together and in partnership	Ability to create culture where staff feel able to question and challenge the status quo without fear.	E
Respecting & implementing diversity	Demonstrable ability to set priorities, consult customers/users, monitor performance against targets and objectives, and provide continuous improvements in performance.	E
Planning, organising & achieving results	Experience of working in partnership with and managing internal and external stakeholders, including schools, local community groups, not-for-profit, public and private sector organisations, in complex and changing environments.	E
		E
Embracing change	Ability to identify when change necessary for statutory purposes, because of local circumstances or to achieve improved performance and to manage the implementation of that change in a constructive and positive manner.	E
Leadership	Ability to obtain and organise resources (budget, people etc) to enable projects to proceed and act to remove obstacles to progress.	E
	Inspire staff with a "quality" approach towards everything they do and a philosophy of continuous improvement.	E
		E

	Foster powerful and productive working relationships both within the service, cross-functionally and externally.	
Managing and developing people	Recruit and induct competent staff using the full range of modern selection procedures.	E
	Prioritise work and allocate resources to support priorities.	E
	Delegate work as appropriate, finding the right balance between "letting go" and providing the necessary level of support.	E
	Communicate in an open and honest way, encouraging feedback covering both positive and more difficult issues.	E
	Share information with staff in an open and timely way.	
	Use structured systems such as the performance review/staff development scheme for agreeing individuals' development needs and provide appropriate development inputs and evaluate outcomes.	

Other Considerations

Working pattern and travel	<p>Post holder will on occasions be expected to work evenings to attend meetings.</p> <p>Working with members to provide briefings and advise</p> <p>Occasional acting up for the Executive Director of Regeneration.</p> <p>The post holder will consider their role as a manager of staff and both their own development and the development of their team. This will be done in line with the values of the organisation.</p>
Safeguarding disclosure	<p>The Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. This post is identified as involving or undertaking regulated activity with one or more of these groups or is a position of trust.</p> <p>Employment is subject to suitability to work with children or other vulnerable groups and advanced Disclosure and Barring Service checks (DBS) is required.</p>
Special factors or constraints	<p>This post falls within the "politically restricted" category under the Local Government and Housing Act 1989 this post is politically restricted. The detail of the restrictions these places upon you are as outlined in the Statement of Main Terms and Conditions of Employment.</p> <p>Maintenance of the highest standard of conduct and public confidence in their integrity.</p>