

# ROLE DESCRIPTION

## **Director of Inclusive Regeneration**

**Grade JNC 2**

**Directorate:** Housing, Regeneration & Public Realm

**Reports to:** Executive Director of Housing, Regeneration & Public Realm

## Job Purpose

To be responsible to the Executive Director for the overall management of Inclusive Regeneration services within the Council. To focus on strategic place making, housing supply, impact on climate change and to promote the economic, social and environmental well-being of the residents of Lewisham.

### **As a Director in Lewisham you will ensure:**

- Corporate and strategic modelling through demonstrating commitment to council values and translating the vision into strategic intent.
- Performance and quality improvement through leading – and nurturing others to lead and manage – innovative approaches to achieving results.
- Best use of resources through defining priorities and securing appropriate resources to achieve the Council's objectives.
- Services contribute to the corporate whole through interpreting external needs and trends and creating synergies to achieve corporate goals.

### **As Director of Inclusive Regeneration you will be responsible for the following services:**

- Regeneration and Sustainable Strategic Development, policy and programmes
- Capital programme delivery
- Corporate Asset investment strategy
- Economy, business support and inclusive growth

## Main responsibilities

- Lead on housing development strategy ensuring that the Council and our partners are using all available resources to tackle housing needs in Lewisham.
- Lead and drive the transformation of Lewisham's designated regeneration and growth areas ensuring sustainable outcomes and benefits are realised for all of Lewisham's diverse communities.
- Lead on the formulation of the Council's inclusive regeneration and economic growth objectives, strategies and policies, working closely with the Director of Planning.
- Lead on Lewisham's economic, jobs and skills policies working closely with external partners and local businesses to support thriving neighbourhoods and maximum opportunities for our citizens
- Provide leadership and direction to staff within the division
- Develop strong working relationships with the Mayor and elected members, providing expert and specialist advice and support on areas within the scope of your responsibilities and help formulate Council objectives and policies in these areas
- Effective management of the delivery of the Council's regeneration projects and programmes, including the authority's capital programme; ensuring that they are properly resourced and reported to the appropriate officer and Member fora and committees.

- Act as the Council's advisor on the management of all Lewisham's physical assets working with partners to maximise these assets for the benefit of the community.
- Co-ordinate funding and investment strategies for the development of the Borough's physical infrastructure.
- Advise the Council on the control of corporate/partnership funds.
- Oversee the management of key building programmes working with all stakeholders.
- Contribute to the overall corporate leadership and management of the organisation and the modern delivery and improved performance of its services.
- Manage the budgets in the Division to secure strong financial planning, and control and value for money
- Develop and maintain strong working relationships with other Council directorates, other external agencies in the public, private and voluntary sectors including TFL, NHS, GLA & GOL

Represent the Council within and outside Lewisham, creating opportunities to enhance the Council's image, partnerships and services

- Develop clear performance management framework that encourages continued performance improvement and manage these systems to achieve high performance in all services.
- Work as a member of Directorate and cross-Directorate management teams. Together with the Executive Director and other members of the team, to be responsible for the leadership, strategic management, planning, development, people management and financial management of the Directorate.
- Deputise for the Executive Director and represent the Directorate, as required on corporate and external activities and groups.

# PERSON SPECIFICATION

**Job Title:** Director of Inclusive Regeneration

**Grade:** JNC 2

**Directorate:** Housing, Regeneration & Public Realm

**S:** criteria for shortlisting

<b>Equal Opportunities</b>	To demonstrate a knowledge of equalities and diversity policies and how these influence service delivery	<b>S</b>
<b>Knowledge and Experience</b>	Substantial experience of housing development, regeneration and place making	<b>S</b>
	Comprehensive knowledge of the environmental and inclusive regeneration issues facing the borough.	<b>S</b>
	Excellent understanding of the political interface in a local authority and the role and needs of elected members	<b>S</b>
	Track record of successfully leading delivery of major housing / regeneration programmes	<b>S</b>
	Excellent understanding of business support, local economies, employment and skills requirements in a locality	<b>S</b>
	Senior management experience of leading, managing and motivating multi disciplinary teams to achieve high performance	<b>S</b>
	Substantial partnership working with a range of internal and external organisations to deliver common objectives	<b>S</b>
	Significant experience of advising on housing and regeneration strategy and policy for a large organisation, including planning at a corporate level and across agency boundaries	<b>S</b>
	Significant involvement in developing budgets and funding strategies, monitoring and financial management and control.	<b>S</b>
<b>Behaviours, Skills and Abilities</b>	<p>Ability to plan and work towards a long term strategic vision for Lewisham and translate that vision into reality.</p> <p>A creative and imaginative approach to housing development, regeneration and place making, able to act strategically and develop creative and innovative solutions</p> <p>A strong and highly motivated leader with energy and credibility who commands the confidence of Members, senior managers, colleagues and partner and stakeholders</p> <p>Ability to lead, coach, inspire and empower others to achieve their personal and organisational goals.</p> <p>Ability to build high achieving teams and relationships and achieve results through others</p> <p>Highly developed analytical and interpretation skills enabling judgements on a range of frequently highly complex and often conflicting facts and circumstances</p>	

	<p>Highly motivated, engaging and confident decision maker, able to enthuse, motivate and influence others.</p> <p>Able to establish effective and productive working relationships with both colleagues and external stakeholders.</p> <p>Able to act both corporately and collaboratively</p> <p>A creative and imaginative approach to the management of capital and assets balanced with the ability to manage risk effectively.</p>	
<p><b>Personal Qualities</b></p>	<p>Strong personal commitment to improving local public services</p> <p>A strong commitment to probity, honesty and openness, treating people consistently, fairly and with respect</p> <p>To be persistent, tenacious, highly motivated and not easily discouraged</p> <p>Inclusive and supportive team player</p> <p>Personal authority and stature to lead by example, achieve successful outcomes and able to act firmly and decisively</p> <p>To work in a flexible, adaptable manner and to act with discretion and tact at all levels of contact</p>	