

Job Title	Assistant Director of Regeneration		
Pay Grade	D1		
Directorate	Place	Division	Regeneration
Reports to	Director of Regeneration & Sustainable Development		
Budget (£)	Responsible for the effective management of delegated budgets: <ul style="list-style-type: none"> • Revenue budget in the order of £1.2m • Capital investments - £5m minimum (PA) • Oversees financial model for regeneration programme and HSDP 		
<p>Role Purpose</p> <p>The Assistant Director of Regeneration is part of the Place Directorate's extended management team. The role will be responsible for the Council's ambitious regeneration programme, ensuring Harrow delivers on its housing numbers in accordance with the London Plan, including:</p> <ul style="list-style-type: none"> • Supporting elected members and opposition in the development of strategies and policies to deliver excellent placemaking in Harrow through Regeneration. • Acting as the visible lead on Regeneration to residents, businesses and communities. Actively listening to concerns and taking responsibility for promoting fairness, equality and community cohesion. To champion the very highest standards of customer service. • Driving the council's regeneration and economic growth agenda in accordance with priorities set in the Borough Plan, Corporate Plan and development of Council Regeneration Strategy; Ensuring local people benefit from new development and growth in Harrow. <p>The Regeneration programme includes the design, development, and management of the Councils Joint Venture partnership with Wates Residential through the Harrow Strategic Development Partnership (HSDP). It will also lead on identifying future Council owned sites for development either through the partnership or via other delivery mechanisms.</p>			
<p>Measures of Success</p> <ul style="list-style-type: none"> • Implement and champion, through service and staff development, the Council's Health and Safety, Equal Opportunity and Information Security Policies. • To ensure that the post holder complies with their responsibilities as laid out in the council's health and safety policy and takes an active role in promoting a positive health and safety culture. • To motivate, train, develop and performance manage staff to effectively meet objectives. 			
Climate Vision			

Harrow is committed to helping staff and residents understand the impact of individual/organisational choices on climate. Contributing to our [Interim Climate Strategy](#) is an objective for every employee in terms of measuring success.

Tasks/responsibilities

A summary of the main areas of work. Whilst a job description should identify the main demands that the job places on the post holder, it should not be an exhaustive list of tasks.

1. Demonstrate visible leadership through the championing service transformation, customer service and change programmes through innovation, reform, modernisation, and continuous service review.
2. Lead the delivery of customer experience to enhance a culture of customer first, through digital services that improve resident experiences.
3. Strategically lead contributions of public/private sector and community to deliver the long-term Borough vision, including through Harrow Strategic Development Partnership (HSDP) , new mixed tenure housing, civic and community facilities and enhanced use of property assets.
4. Lead strategic business and service planning including long-term policy and strategy development and continuous service improvement, with a focus on results and outcomes.
5. Deputise for the Director of Regeneration and Sustainable Development where required and represent the Council to external stakeholders.
6. Lead strategic direction of operational delivery and performance. Including financial, people, project management and service performance, in compliance with Council policies and procedures and contributing to the Council Medium Term Financial Strategy.
7. Participate in effective civil emergency planning, leadership, and management
8. Lead commercial development of service areas, developing new products and services, through 'invest to save' opportunities, maximising income generation and grant funding, effective commissioning & procurement, and developing alternative delivery models.
9. Lead and develop external, strategic partnerships by working with local partners, authorities and other bodies, including, the West London Alliance, Greater London Authority, and London Councils.
10. Demonstrate a commitment to the Council's Equal Opportunities Policy and implement the policy in relation to the job responsibilities
11. Promote a positive health and safety culture.
12. Ensure compliance with the council's information security policies.

This list is not exhaustive, and duties may vary in line with service needs or grade.

Selection Criteria		
Qualifications, Knowledge and Experience, Skills, and Behaviours		
Role requirements	Essential	Desirable
1. Educated to degree level or equivalent or has the equivalent relevant work experience	X	
2. Proven track record of strategic place-based leadership including at least one of the following areas regeneration, development, or strategic planning alongside the transformation of services at a senior level.	X	
3. Detailed knowledge and understanding of the areas of legislation, government guidelines, regulations, codes of practice, industry standards relating to the functional area.		X
4. Knowledge and understanding of leading a complex and interrelated set of services, with a track record of integrating services to deliver better outcomes.	X	
5. Knowledge of innovative approaches to engage residents and businesses and a track record in co-designing and supporting community-led services with residents.		X
6. Demonstrates a high level of political acumen and the ability to provide responsive, impartial advice to councillors, Scrutiny Committees & panels, Cabinet (Portfolio) members, and MPs.		X
7. Ability to think, plan and act strategically and corporately, with a creative approach to problem-solving and prioritising activities.	X	
8. Demonstrated experience in delivering efficiency, identifying value for money and sound financial management.		X
9. Proven track record of creating and sustaining effective strategic partnerships, enabling collaborative working across boundaries and empowering others to achieve outstanding results.	X	
10. Display exceptional communication and presentation skills with the ability to communicate successfully at all levels & varied audiences.		
Other Requirements Able to work flexibly in response to the service needs of a 24/7 local council business and to participate in Duty standby rotas as required.		

Manager Signature: Emma Talbot	Employee Signature
Job Title: Director of Regeneration	Job Title
Date 19/06/2023	Date