

TEST VALLEY BOROUGH COUNCIL
JOB SPECIFICATION

Post Title:	Head of Environmental Services
Post No:	ES1
Grade:	SM2 - From £48,831 to £59,661 plus car or car allowance
Service:	Environmental Service
Location	Portway, Andover
Accountable to:	Corporate Director
Responsible for:	See attached structure chart
Purpose of Job: <ul style="list-style-type: none">• To lead, co-ordinate and manage the strategy, performance and budgets of the Environmental Service.• Co-ordinate activity with other services.• Provide the interface between the Service and Council Members, Partners, the external environment, etc.• Deliver high quality service to customers	
Principal Accountabilities: <u>Knowledge/Skills</u> <ul style="list-style-type: none">• The Council's professional expert who leads the Environmental Service.• Extensive knowledge and understanding of the provision and management of direct services including waste collection, street cleansing and grounds maintenance.• Ability to develop the strategic framework within which these services are delivered.• Extensive knowledge and experience in relevant professional discipline including delivery of a front-line or corporate Council service and resource management.• Significant influencing and political skills with interpersonal sensitivity.• External networking skills to represent and promote the Council and the wider community interests of Test Valley.• Ability to compile clear and concise reports and present them to Members.• Ability to effectively contribute towards delivery of Council policies and priorities.• Provide effective communication with all relevant parties (including the public) in relation to major and/or sensitive projects in which the Service may be involved.• Ability to develop new systems and methods of working to increase efficiency, monitor work, etc.• Sound experience of setting and delivering business and corporate priorities.• Ability to manage external contracts and contractors and service level	

- agreements
- Ability to manage finance and staff resources.

Leadership/Management

- Management of the Environmental Service, ensuring that the functions are administered effectively and efficiently, reflecting best value principles and responsive to the needs of customers.
- Provision of Service functions in accordance with the principles of best value (including the formulation and monitoring of Performance Indicators, benchmarking with other Local Authorities, etc) and being fully responsive to customers' needs, (both internal and external).
- Provides a significant leadership role within own professional field.
- Formulates policy and service delivery priorities within business area, in the context of the priorities set by the Council.
- Oversee the preparation and implementation of business performance plans and annual budgets
- Reviews structures, sets goals and manages performance within service area
- Responsible for the management, mentoring/coaching, motivation and general well-being of staff within the Service including their recruitment, training and professional development.
- Co-ordinate the activities of a number of related teams ensuring that a common direction is maintained and that there is an accurate awareness of all the related Council functions and priorities.
- Leads the 'management of change' in the service providing the management, technical and planning skills necessary to maintain an emphasis on continual improvement.
- Keeps the establishment, procedures and systems under review and recommends organisational changes to optimise efficiency and deal effectively with the requirements placed upon the Service.

Impact

- Principal adviser to the Council, partners, members of the public and other Council officers on all service related matters.
- Provides professional advice and support to all members of the Council in their representative role relating to matters in their wards.
- In the role of principal representative of the Environmental Service, establish a good working relationship with the relevant Cabinet Portfolio Holder for the Service.
- Work within a strategic framework and resolve problems from first principles rather than relying on specific experience or guidance from others.
- Promote and conduct effective external communications, respond appropriately to the public and media about Environmental Service matters and take a proactive role in publicising and explaining the relevant policies and decisions of the Council.

Complexity/Planning Horizon

- Prepare annual Service Business Plan.
- Contribute towards devising annual Service/business budgets.
- Ensure that the Environmental Service functions, policies and service delivery

priorities are administered in accordance with the strategic values, priorities and objectives of the Council and contribute to the development and review of its corporate policies.

- Integrate service priorities with wider needs of the Council.
- Lead the development of longer term (i.e. 3-5 year) strategy for key aspects of service.
- Lead/participate in cross-functional projects as required.

Corporate Responsibility

- Management responsibility for supporting, promoting and developing Test Valley values and policies.
- Plays a full part in the corporate life of the Council as a member of the Officers' Management Team, as well as a number of other corporate working groups.
- Establish good working relations with other Heads of Service and, where appropriate, provide support and mentoring assistance.

NB The particular duties and responsibilities attached to posts are of necessity in many cases somewhat difficult to define in detail, and may vary from time to time without changing the general character of the duties or the level of responsibility entailed.

Qualifications

The relevant qualifications for the post are contained in the person specification. Please note that if you are selected for interview you will be required to provide evidence of your qualifications when you attend.

Health and Safety

Every employee while at work has a duty to take reasonable care for the health and safety of himself/herself and of other persons who may be affected by his/her acts or omissions at work - Health and Safety at Work Act 1974.

A satisfactory medical report will be needed before an offer of employment can be made. You will be asked to complete a medical assessment form if selected for interview which is passed by you directly to our Occupational Health Adviser. Any information you give is confidential.

If our Occupational Health Adviser feels that you need a medical examination you will be contacted by them.

References

It is a condition of employment that two satisfactory references are obtained. The Council reserves the right to approach any of your previous employers for a reference, in writing or by telephone, regardless of whether or not they have been nominated as a referee by you.

Date: Oct 2008