

Executive Director – Economic Growth and Asset Management

Grade – SM5 £112,356 to £121,943

Reporting to the Chief Executive, the post holder will provide leadership and direction across a range of services within the Directorate, including economic growth and development, property and asset management; public estates and performance, risk and compliance; ensuring the delivery of high quality, value for money services to Northamptonshire residents and customers.

The post holder will work closely with the Council's Place Strategic Delivery and Transformation Director; Senior Leadership Team, Commissioners, District and Borough Councils across Northamptonshire and other external stakeholders such as health and the blue light services to positively re-engineer ways of delivering both Council and Directorate objectives in a cost-efficient manner. The role will be closely aligned to the political leadership to ensure economic growth and development reflects the changing needs of Northamptonshire communities. In addition, the role will work with and support the relevant Senior Responsible Owner (SRO) for Local Government Reform to deliver two Unitary Councils by April 2021.

Specifically, the role will:

- Maximise opportunities for economic growth, working closely and developing strong working relationships with the One Public Estate Programme, Northamptonshire Unitaries Programme and key partners, including South East Midlands Local Enterprise Partnership (SEMLEP), The Oxford-Cambridge Arc and England's Economic Heartlands (EEH), to ensure a joined-up delivery approach across the County.
- Ensure effective management and governance of the Council's property assets and property/estates portfolio; ensuring the best and safe use of the Council's asset base through comprehensive asset management strategies and plans, effective contract management and robust advice to the Council on the long-term capital and revenue value enhancement of assets.
- Lead, direct and commission property related FM services as required.
- Lead on the effective management of the PFI Schemes/ Contracts.
- Work collaboratively and corporately with Senior Leadership Team to deliver improvements to services and savings to achieve the Medium Term Financial Plan (MTFP).



Responsibilities

- Work closely with the Place Strategic Delivery and Transformation Executive Director in delivering major change and transformation across the services; supporting the review of high value contracted services and right sourcing them for effective future delivery.
- Lead on the development and delivery of a transformational economic development and regeneration strategy, working in partnership with the Future Northants Integrated Programme; acting as the Council's chief professional adviser on initiatives ensuring the interests of residents/customers across the county are protected and enhanced and the Council's corporate objectives are met.
- Maximise opportunities for Northamptonshire through engagement with SEMLEP/EEH and oversee delivery of the Strategic Infrastructure Plan.
- Lead the council's delivery of the national one public estate programme (in partnership with the Office of Government Property, the Cabinet Office and the Local Government Association) to ensure that a strategic approach to asset management is undertaken and that the County generates more from its collective assets to create economic growth, deliver more integrated, customer focused services and generate efficiencies, through capital receipts and reduced running costs.
- Leadership of the wider digital and innovation agenda, including responsibility for Superfast Broadband Northamptonshire to ensure optimal use of digital technology for Northamptonshire residents and businesses.
- Lead on the development of the Council's estates/property strategy and property portfolio initiatives; in particular income realisation, commercial acquisitions and the disposal of redundant assets, to ensure that robust property management investment maximises value for money for the Council and prepares services for the future unitary operating model.
- Lead the development of Council's asset management strategies and property portfolio development activity, including service related accommodation (which incorporates the major schools build programme) and commission the development of the council's assets, to meet the property and accommodation needs of Council services as they move to two Unitary Councils.
- Lead on the management of and monitoring of PFI schemes and contracts; and other high value contracts within the directorate; ensuring that appropriate finance arrangements are in place to fulfil contractual obligations, minimise the Council's exposure to risk and ensure best value.



- Develop, lead and deliver high quality professional Facility Management service in ensuring that the Council's property portfolio is optimised, effective and fit for purpose (in the context of the unitary delivery model) including the assurance of day to day operational standards, safety and compliance with all relevant legislation and best practice.
- Develop and nurture strong, positive relationships with key stakeholders; including elected members, to ensure effective engagement and successful delivery of change.
- Effectively manage all delegated budgets; ensuring that they are allocated effectively for the delivery of intended outcomes, in a manner that demonstrates value for money and compliance with relevant policies and deliver required savings to achieve the MTFP.
- Contribute to the Council's senior leadership team; reporting on key outcomes and risks in relation to the role accountabilities.
- Provide strong strategic and managerial leadership to the Council's Economic Growth and Asset Management service; ensuring services are provided to the highest standard, with a focus on delivering continuous improvement through effective performance management and recognising team contributions.

Person Specification

The requirements for the role are outlined below which will be part of the selection process.

Knowledge

- A management qualification at degree level and / or significant experience in an appropriate field with evidence of continuing professional development.
- In depth knowledge of strategic asset and estates management in public and private sector.
- Knowledge of innovative and future based commercial and commissioning solutions and sustainable business models.
- Knowledge and application of risk and issue management and resolution.
- A clear understanding of the professional and practical issues related to the delivery of the broad range of services that fall within the remit of the role.

Experience

- Experience of working at a senior level in a complex environment, managing multiple projects across a range of stakeholders.
- Extensive experience of strategic asset management and PFI management planning within a complex and changing environment. This will include experience of developing and implementing planning, commissioning and performance frameworks in a multi-disciplinary and partnership environment.



- Track record of creative and innovative solutions to deliver improved use of assets and achieve value for money across the organisation.
- Experience of translating strategy into delivery through plans, programmes, people and culture.
- Proven track record of leading transformational change and developing high performing teams to achieve value for money and the best outcome for citizens and customers.
- Evidence of proactively achieving savings by effective contract and supplier management.

Skills

- Ability to work within a political environment.
- Ability to deliver major and complex change at pace, with resilience to work through obstacles and challenges.
- Ability to work positively with stakeholders to achieve outcomes and deliver change through people.
- Ability to effectively challenge delivery practices and develop policies and procedures that innovate and activate alternative delivery models that align to Northamptonshire's vision and strategy.
- Strong leadership credibility to ensure effective performance.
- Ability to drive business and cultural organisational change.
- Highly developed interpersonal, advocacy and effective communication skills to be able to work effectively with individuals and a range of stakeholders.
- Strong influencing, problem solving and negotiation skills.
- Strong commercial awareness and highly developed financial acumen to ensure delivery of savings and generation of income.
- Ability to simplify and explain complex issues to a range of audiences.
- Ability to identify and implement effective systems to monitor performance.
- Ability to develop and encourage innovative ideas to drive improvement.
- Resilient, tenacious and outcome focussed.
- Ability to respond quickly and innovatively in order to manage and enhance the Council's reputation.