

## JOB DESCRIPTION

<b>POST TITLE:</b>	Strategic Lead, Delivery (Enabling, Delivery, Post-Delivery)
<b>GRADE</b>	15
<b>DIVISION / UNIT</b>	Housing and Modernise
<b>DEPARTMENT</b>	Southwark Construction
<b>REPORTS TO:</b>	Managing Director, Southwark Construction

### PURPOSE OF THE JOB

Provide a strategic framework for the design, development and delivery of all new housing projects, in line with council priorities at any one given delivery stage (enabling, delivery or post-delivery). To be responsible, on behalf of the council, to negotiate agreements and contracts with developers and other key stakeholders to ensure efficient delivery of Southwark Construction projects within the programme. Develop, lead and evaluate a performance management framework for a team of delivery project management staff. Work with other Strategic Leads within Southwark Construction to provide efficiency of delivery, planning, reporting and resourcing.

### PRINCIPAL ACCOUNTABILITIES

#### Responsibilities

1. To lead the delivery of all new homes for Southwark Construction and provide strategic direction and leadership within a specific stage of construction (ie enabling, delivery or post delivery).
2. Responsible for providing reports and advice to the Leader, Cabinet Members and Senior officers, on the delivery of all new homes, including development and delivery of engagement strategies with the community and other key stakeholders at each stage of construction.
3. Develop, lead and evaluate a performance management framework for a team of project management staff, including the integration of Southwark Stands Together and be accountable for the management of projects within the designated programme, ensuring adequate resources are in place.

4. Develop a culture of openness and transparency, ensuring the participation of residents, general public, business and internal stakeholders, appropriately incorporating their views into the delivery of new homes.
5. To work with other Strategic Leads to ensure there are rigorous budget controls in place to manage finances and adhering to corporate finance standards.
6. Lead negotiations with external agents, contractors and developers to secure best value and package for a particular programme and in line with Southwark Construction strategy.
7. Prepare and present reports relating to the programme, for internal and external stakeholders as required by the Managing Director.
8. To manage and implement financial strategies for projects and programmes, ensuring there are rigorous budget controls in place to manage finances and adhering to corporate finance standards.
9. Champion each stage of delivery, providing technical and professional advice to the team as appropriate.
10. Develop, implement and evaluate all policies, procedures and processes associated with the delivery of new homes and estate rebuilding, share best practice and introduce innovative ways of working as the environment changes.
11. Work closely with all stakeholders across the council and ensure they are fully updated on the programme delivery stages, so they can allocate resources as appropriate and in a timely manner.

## JOB CONTEXT

This role reports into the Managing Director of Southwark Construction, working in collaboration with the other delivery Strategic Leads and providing programme delivery stage specific detail and reporting as appropriate.

Development and delivery of programme or individual projects, involving innovative solutions in developing strategic plans to work with external partners to deliver viable schemes of new homes and estate rebuilding.

This role will lead, working closely and collaboratively with other departments across the council to achieve positive housing solutions and outcomes for the community.

Holds responsibility for robust programme management within designated delivery stage, overseeing effective and timely monitoring against delivery to time, budget and quality.

### **Grade/Conditions of Service**

This post is considered politically restricted under the terms of the Local Government and Housing Act 1989 (as amended) as a 'sensitive' post

To represent the council at a variety of forums, including the presentation of evidence and attendance as an expert witness in all relevant actions to do with the programme at public enquiry, County Court, High Court or any other relevant proceeding.

The employment is subject to a probationary period of twenty six weeks from your start date of employment with Southwark Council, during which time you will be required to demonstrate to the council's satisfaction your suitability for the position in which you are employed.

## PERSON SPECIFICATION

The person specification is a picture of skills, knowledge and experience required to carry out the job.

	<b>Essential (E)</b>	<b>How assessed (S/ I/ T)</b>
<b>Knowledge, including educational qualifications:</b>		
Educated to degree level with experience of post graduate technical training and knowledge	E	S, I
Substantial relevant practical application based knowledge of project and programme management best practice.	E	S, I
An in-depth and practical understanding of existing and pending legislation, issues and financial constraints facing local government and specifically the government policies relating to housing, planning and rebuilding and how they will impact on a local authority managing a major new build programme.	E	S, I
<b>Experience:</b>		
Experience in managing strategic projects and programmes in housing, development or regeneration	E	S, I
Financial management and modelling, business case skills and ability to manage programme budgets	E	I, T
Experience of working successfully at a senior level in a complex, multi-disciplinary organisation, demonstrating an ability to contribute to corporate and strategic goals.	E	S, I
Thorough understanding and excellent knowledge of current legislation, issues, policies and developments at local and national level in relation to housing and development functions.	E	I
Proven ability to empower and motivate staff and to build and contribute to effective teams and relationships particularly with key stakeholders. Ability to lead by example.	E	I, T
Experience of consultation with a diverse local community, analysing their views and needs to achieve an accepted positive outcome.	E	I, T
<b>Aptitudes, Skills &amp; Competencies:</b>		

Ability to think creatively and provide innovative solutions to problems. Has the ability to develop new approaches to find solutions.	E	I, T
Ability and diligence to keep abreast of new developments in the construction industry, housing sustainability, funding opportunities and the regulatory framework.	E	I
Ability to continuously think innovatively and to review current and best practice and where appropriate recommend changes to operational practice within the service	E	I
Able to demonstrate highly developed oral, written and presentational skills.	E	S, I, T
A good understanding of performance management and the ability to raise performance levels of individuals and teams	E	I
Competent in interpreting contracts and legal documentation	E	I
<b>Special Conditions of Recruitment:</b>		
Comply with and promote the Council's Equal opportunities policy		
The post holder will be expected to regularly work outside normal working hours, including attendance at evening meetings.		
The post holder will be required to undertake such other additional duties as may be required from time to time by the Managing Director, Southwark Construction		

**Key:**     **E**   Essential

**S**   Shortlisting criteria  
**I**   Evaluated at interview  
**T**   Subject to test