

Director of Safety

The Director of Safety will play a key role in the Council's Extended Leadership Team (ELT) in leading and delivering corporate objectives. Each member of the ELT will be responsible for the technical delivery of their roles and the corporate competencies, while living and promoting the corporate values through their day-to-day work.

Reports to: Executive Director of Place

Responsibility for: Single Enforcement Service, Regulatory Services and Licencing, Community Safety, Area-based delivery of the Council's 'place' plans.

Job Purpose:

You will work as part of the Extended Leadership Team with a direct report into the Executive Director of Place. You will take full responsibility for all matters relating to enforcement (including housing standards), regulation, licencing, community safety; and the delivery of the Council's area-based 'place' plans.

You will work closely with the Corporate Leadership Team (CLT) to limit the impact on front line services even when faced with a significant reduction in resources.

Key Stakeholder Relationships:

Internal: Councillors, Corporate Leadership Team, and Council Directors

External: Government Departments, National Consultation Groups, Strategic Partners, Other Local Authorities, Trade Unions, MPs, Partner Organisations, Professional Bodies

Statutory Responsibilities:

This role has no assigned statutory responsibilities.

Political Restrictions:

This post is politically restricted and under the Local Government and Housing Act 1989, as amended by the Local Democracy, Economic Development and Construction Act 2009 and the post holder may not have any active political role either in or outside the work.

Delegated Authority:

The post holder is required to be on call as part of a Chief Officer on-call rota.

Key Outcomes:

To create a place where people and businesses want to be

To grow a thriving and lively cultural offer which engages communities and supports regeneration

To create a place that communities are proud of and want to look after as their neighbourhood

To create a place where people feel safe and are safe

Key Deliverables:

- Reducing borough-wide and neighbourhood crime and/or the perception of crime via of a range of interventions delivered directly or in partnership.
- Responsible for the design, implementation and successful operation of a service providing single enforcement, reassurance and street-based presence - working on and off estates to tackle anti-social behaviour and environmental crime.
- Ensure links with the Metropolitan Police and Probation Service are maintained and developed to deliver effective, appropriate and joined up services to residents and stakeholders which reduce crime and/or the perception of crime in the borough.
- Ensuring communities are actively engaged in identification and remedy of enviro-crime and safety issues – through links with residents and local communities are maintained on all issues relating to safety, crime and anti-social behaviour issues. This may include promoting use of self-reporting tools as well as seeking and maintaining involvement in other initiatives to ensure appropriate targeting of services and reduction of crime and anti-social behaviour.
- Ensure the success of the Safer Croydon Partnership working with partners to shape and deliver relevant activities and targeted interventions which meet the needs and demands of specific areas across the borough;
- Responsible for delivery of an effective cross-discipline licensing service in line with relevant Central Government legislation, guidance and best practice.
- Minimise enviro-crime and anti-social behaviour using the full extent of the Council's licensing and enforcement powers, including ensuring that all enforcement actions are pursued in line with legislation, guidance and best practice to maximise chances of successful action / prosecution.
- High quality private sector standards; and enforcement standards
- Deliver on the Council's cleaner, greener ambitions and work with other areas of the Council to tackle fly tipping and manage trade waste issues
- To operate within the governance, financial and legal frameworks of the Council at all times

Specific Minimum Qualifications and Expertise

- Proven ability to lead a strategic team at a similar level through customer services and leadership capability
- Significant experience of working at a senior level in a large organisation
- Developed expertise in delivery of a cross-disciplinary service operation within a partnership setting.
- Developed expertise in delivery of effective Enforcement, Regulatory, and/or Community Safety
- Excellence in team management and service delivery in relation to the provision of customer orientated services, including the ability to manage departmental relationships
- Significant track record in executing team and individual performance effectively
- Embedded communication ability both upwards and downwards within an organisation and externally to improve service delivery

Leadership Framework

Our leadership framework follows the principles of a competency framework and all of our leaders are expected to demonstrate these through their application process.

Developing Oneself – You demonstrate the values every day, you are passionate about the services you lead and deliver the vision and outcomes of Croydon Council. You are inspirational and engage others through personal leadership making the vision understandable to everyone.

Inspiring and Developing People – You identify talent and develop their capability to ensure a committed and motivated workforce, you create a culture based on the corporate values and ensure staff and stakeholders deliver a desired outcome.

Collaborating and Influencing for Results – You are challenging and innovative in your approach to driving high standards and value for money, you trust and respect staff and partners and empower them to be courageous to try new approaches.

Enabling and Facilitating the Community – You create effective collaboration between stakeholders, establish relationships and understand others perspectives. You are open and honest with others. You build a shared sense of purpose across Croydon, ensuring delivery and a collective use of resources

Corporate Values

Our values are the base of every job role within Croydon – our values are fundamental in everything we do as a Local Authority. You are required to demonstrate a commitment to our corporate values and this will be assessed using the criteria below:



One Team: To cross boundaries to work together towards shared goals with colleagues, partners and communities

- You are strategically innovative in your approach to building and maintaining partnerships and you and your teams act in a joint enterprise with them. You use your contacts and colleagues to bring teams together.

Proud to Serve: We strive to always do our best for the community, getting the most from limited resources and using taxpayers' money wisely

- You are proud to be part of the wider Croydon and the contribution you and your teams make to it. You make a difference to people's lives through engagement and you strive to get the best possible value for money for customers.

Honest and Open: We work hard to build trust by treating everyone with honesty and integrity

- You think through who needs to understand what during communication; and take care to communicate detail clearly. You take people's views into account continuously. You trust people, colleagues and staff, to do their best and deal with any issues positively.

Taking Responsibility: We encourage and support each other to take responsibility and show what we can do, learning together and recognising each others' contributions

- You are clear where formal accountability lies and where we can all take responsibility for results. You praise your colleagues for their efforts and ideas and thank them for their contributions.

Valuing Diversity: We make the most of the many perspectives that make Croydon distinctive

- You treat all staff and customers with equal value and respect. In everything you do, you make good use of the wide variety of background, skills and perspective your teams, the Council and the community demonstrate.

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