

Appointments & Disciplinary Committee Agenda

To: Mayor Jason Perry (Chair)
Councillor Lynne Hale (Vice-Chair)
Councillors Jason Cummings, Stuart King, Enid Mollyneaux and
Callton Young

A meeting of the **Appointments & Disciplinary Committee** which you are hereby invited to attend, will be held **Thursday, 21 November 2024 at 4.30 pm. Room 1.01 and 1.02 - Bernard Weatherill House, Mint Walk, Croydon CR0 1EA.**

Katherine Kerswell
Chief Executive
London Borough of Croydon
Bernard Weatherill House
8 Mint Walk, Croydon CR0 1EA

Democratic Services
Democratic.Services@croydon.gov.uk
www.croydon.gov.uk/meetings

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AGENDA

1. Apologies for Absence

To receive any apologies for absence from Members.

2. Disclosure of Interests

Members and co-opted Members of the Council are reminded that, in accordance with the Members' Code of Conduct and the statutory provisions of the Localism Act 2011, they are required to consider in advance of each meeting whether they have a disclosable pecuniary interest (DPI), some other registrable interest (ORI) or a non-registrable interest (NRI) in relation to any matter on the agenda. If advice is needed, Members should contact the Monitoring Officer in good time before the meeting. If any Member or co-opted Member of the Council identifies a DPI or ORI which they have not already registered on the Council's register of interests or which requires updating, they must urgently complete the disclosure form which can be obtained from Democratic Services at any time, copies of which will be available at the meeting for return to the Monitoring Officer.

Members and co-opted Members are required in general to disclose any relevant DPIs, ORIs or NRIs at the meeting –

- Where the matter relates to a DPI they may not participate in any discussion or vote on the matter and must not stay in the room unless granted a dispensation.
- Where the matter directly relates to the financial interest or wellbeing of an ORI they may not vote on the matter unless granted a dispensation.
- Where a Member or co-opted Member has an NRI which directly relates to or affects their or a relevant person's financial interest or wellbeing, whether they can participate in any discussion or vote on the matter or stay in the room depends on the detailed rules in paragraphs 7 of Appendix B of the Members' Code of Conduct.

The Chair will invite Members to make their disclosure of interests orally at the meeting and they will also be recorded in the minutes.

3. Minutes of the Previous Meeting (Part A) (Pages 5 - 6)

To consider and approve the minutes of the 17th October 2024 (Part A)

4. Appointment to the post of Director of Housing, New Build & Estate Regeneration (Part A) (Pages 7 - 22)

PART B

5. Exclusion of Press and Public

The following motion is to be moved and seconded where it is proposed to exclude the press and public from the remainder of a meeting or a particular item:

“That, under Section 100A(4) of the Local Government Act, 1972, the press and public be excluded from the meeting for the following items of business on the grounds that it involves the likely disclosure of exempt information falling within paragraph 1 and 2 as indicated in Part 1 of Schedule 12A of the Local Government Act 1972, as amended.”

6. Minutes of the previous meeting (Part B) (Pages 23 - 24)

To consider and approve the minutes of the 17th October 2024 (Part B)

7. Appointment to the post of Director of Housing, New Build & Estate Regeneration (Part B) (Pages 25 - 26)

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Appointments & Disciplinary Committee

Meeting of held on Thursday, 17 October 2024 at 10.00 am in Room 1.01 and 1.02 - Bernard Weatherill House, Mint Walk, Croydon CR0 1EA

MINUTES

Present: Mayor Jason Perry (Chair); Councillor Jason Cummings, Stuart King, Enid Mollyneaux and Callton Young, and Maria Gatland

Apologies: Councillor Lynne Hale

PART A

58/24 **Apologies for Absence**

An apology for absence was received from Cllr Hale with Cllr Gatland attending as her reserve member.

59/24 **Disclosure of Interests**

Members confirmed that their entries on the Council's register of interests were up to date and that they had no further disclosures to make.

60/24 **Minutes of the Previous Meeting (Part A)**

Committee RESOLVED to:

Approve the minutes of the meeting held on the 4th October 2024

61/24 **Any Urgent Items**

No urgent matters for Committee consideration were raised.

62/24 **Appointment to the post of Corporate Director of Children, Young People & Education (Part A)**

It was explained that ADC on the 4th October 2024 shortlisted and agreed to interview a number of candidates for the role of Corporate Director of Children, Young People & Education, and full details of the role were contained in the agenda pack for the 4th October meeting - available online.

Interviews would now be taking place with the candidates under Part B.

63/24

Exclusion of Press and Public

The following motion was proposed by the Chair, seconded, and agreed by the Committee - to exclude the press and public for the remainder of the meeting.

“That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that it involves the likely disclosure of exempt information falling within paragraphs 1 and 2 as indicated in Part 1 of Schedule 12A of the Local Government Act 1972, as amended”.

64/24

Minutes of the Previous Meeting (Part B)

Minutes Considered under Part B.

65/24

Appointment to the post of Corporate Director of Children, Young People & Education (Part B)

Item Considered under Part B.

Agenda Item 4

LONDON BOROUGH OF CROYDON

REPORT:	APPOINTMENTS AND DISCIPLINARY COMMITTEE	
DATE OF DECISION:	Thursday 21 November 2024	
REPORT TITLE:	Appointment to the post of Director of Housing, New Build & Estate Regeneration	
CORPORATE DIRECTOR:	Katherine Kerswell Chief Executive and Head of Paid Service	
LEAD OFFICER:	Katherine Kerswell Chief Executive and Head of Paid Service	
LEAD MEMBER:	Executive Mayor Jason Perry, Chair of ADC	
AUTHORITY TO TAKE DECISION:	Appointments of staff are a non-executive function of the Council and the Council's established practice is to report all director appointments to Members for decision.	
CONTAINS EXEMPT INFORMATION?	Yes	Details of the candidate(s) set out in the exempt/Part B appendices under paragraph 1 (information relating to any individual) and paragraph 2 (information which is likely to reveal the identity of an individual) and, in all the circumstances, the public interest in maintaining the exemptions outweighs the public interest in disclosing the information for the reasons set out in this report.
WARDS AFFECTED:	N/A	

1 SUMMARY OF REPORT

- 1.1 This report seeks the Committee's approval to agree the salary package and undertake the selection and appointment to the post of Director of Housing, New Build & Estate Regeneration.

2 RECOMMENDATIONS

For the reasons set out in the report Appointments and Disciplinary Committee is recommended to:

- 2.1 To note that the Chief Executive under delegated decision-making powers has amended the Market Supplement Policy to include provision for a special occupational scarcity allowance. To note that Full Council will note the variation and updating of the Pay Policy Statement 2024/25 noting provision for an occupational skills scarcity payment as set out in paragraph 3.3 of the report, agree:

- (i) the salary package for the post of Director of Housing, New Build & Estate Regeneration Grade 2, £115,000-£119,564, plus a special allowance payment of

up to £5,436 per year, a maximum of £125,000 per year total annual remuneration

- 2.2 Undertake the selection for and agree an appointment to the post Director of Housing, New Build & Estate Regeneration from the candidate(s) detailed in the Exempt/Part B Appendix attached to this report.
- 2.3 Note that any appointment will be subject to the appointment notification process set out in section 3.3 of part 4J of the Council's Constitution (Staff Employment Procedure Rules).

3. **BACKGROUND AND DETAILS**

3.1 **Job Purpose:**

As a member of the council's senior management team, the director will work collaboratively with other directors, corporate directors and the chief executive to deliver the Croydon Renewal Improvement Plan, The Housing Transformation Programme, and the Mayor's business plan. Reporting to the Corporate Director of Housing this role will primarily focus on leading the Housing new build and regeneration functions for the Council. The role will be responsible for the composition of the borough-wide housing regeneration programme, annual budget responsibility of circa £200million.

Designing, leading and recruiting for the newly created Housing Regeneration division.
Design and delivery of the multi-billion pound housing regeneration programme

The post holder will: -

- Lead and shape the Council's strategic development plan, including housing growth and renewal strategies
- Provide direction and oversight of the Council's multibillion housing-related regeneration projects and programmes, managing a multi-disciplinary division of highly technical experts.
- develop effective partnerships between the Council, local communities, stakeholders, landowners, developers and other government agencies in order to achieve the shared outcomes of the sustainable growth strategy.
- Lead for the Council on feasibility studies for the regeneration of council homes in liaison with colleagues across the organisation and key partners outside of the organisation e.g. GLA, residents.
- lead and direct the services within the directorate in order to ensure that they deliver effective and efficient services against agreed KPIs, that they set and achieve high standards of performance, that they provide best value and that the overall budgets are managed and controlled within the funding envelope agreed.

Localism Act 2011 and Pay Policy

- 3.2 The Appointments & Disciplinary Committee, established at the Annual Council Meeting in May 2022, has delegated responsibility for approving appointments beyond the threshold specified in statutory guidance issued by the Secretary of State under section 40 of the Localism Act 2011. The statutory guidance provides that elected Members

should be given an opportunity to vote before salary packages upon appointment at, or above, a specified threshold are offered for these purposes, the specified threshold is currently £100,000 as set by Government.

- 3.3** As set out in the Council's Pay Policy Statement, agreed by the Council on 28 February 2024, Director roles are placed on a grade and salary within the Croydon Chief Officer Grades 1 and 3 following evaluation of the post using the Hay job evaluation scheme with provision for incremental progression to the top spinal point of the grade. The Policy also provides that the salaries will be reviewed in line with national awards as determined by the JNC for Local Authority Chief Officers. The salary scale for the Director of Housing, New Build & Estate Regeneration is Grade 2, £115,000-£119,564 per annum plus a special occupational scarcity allowance payment to a maximum of £125,000 per year, based on pay benchmarking evidence from London Council's infinistats database, where £125,000 per year is the market median for London borough housing directors, and the advice of the executive search agents about the median market rate for the role.

The Appointments and Disciplinary Committee is asked to approve a contractual special occupational scarcity allowance of up to £5,436 per year for this role given the very competitive market for the role and on the advice of the executive search consultants. This aligns to the council's market supplement market policy being amended to include an occupational skills scarcity allowance. Under delegated decision-making authority the Chief Executive has approved a report recommending an amendment to the council's market supplement policy, and to be reflected in an updated version of the pay policy statement, to include (where objectively justified) an occupational skills scarcity allowance for very hard to fill roles. It is proposed that the Special Occupational Scarcity Allowance is a permanently applied additional payment, as opposed to a market supplement that is reviewed periodically and can be withdrawn, to ensure the council can appoint successfully, based on the advice of the executive search agent.

- 3.4** The amendments to the Pay Policy Statement are being reported to the next meeting of Full Council for final approval, as this reflects an amendment to the Pay Policy Statement which requires Full Council approval. Under the arrangements set out in the Council's Pay Policy Statement, the Director of Housing, New Build & Estate Regeneration proposed salary package would engage the Committee's discretion in accordance with the delegation to the Committee as set out in the Policy and as set out in recommendation 2.1. Therefore, a decision is required by the Committee to appoint at this pay level.
- 3.5** The Council's Staff Employment Procedure Rules at Part 4.J of the Constitution provide for a notification process to ensure that the Mayor and any other Cabinet Members have no well founded objections to the offer of appointment occurs before an offer of appointment is made to the selected candidate and these requirements will be complied with should members approve the above recommendations

4. ALTERNATIVE OPTIONS CONSIDERED

- 4.1** The only option recommended is to appoint on a permanent basis to this critical role. The role itself has remained vacant since inception in July 2024, with costly interim cover, not considered cost-effective, or sustainable, with day rates for interim cover being in the region of £850 to £950. This role has responsibility for delivering the borough-wide housing regeneration programme, therefore, the role will be crucial to retaining and maintaining a stable housing management team.

5. CONSULTATION

- 5.1** To ensure a high quality, rigorous recruitment process is undertaken and to satisfy ourselves that we have fully explored the relevant candidate field we are working in partnership with Starfish, executive search and selection agents who are conducting full executive search for this role. In addition to the search, the role was advertised in the MJ, 5 September 2024 edition and the recruitment process will include technical interviews from an independent expert in this field.

IMPLICATIONS

6.1 FINANCIAL IMPLICATIONS

There are no specific direct financial implications arising from this recruitment as salary costs and the associated on-costs will be met from existing budget within the Housing directorate.

6.2 Risks

The failure to recruit the right candidate is always a risk and may result in further costs to recruit should this happen. There are broader operational and delivery implications, particularly with savings targets and other directorate responsibilities.

- 6.3** Comments approved by Allister Bannin, Director of Finance (Deputy s151 Officer), 12/11/2024

6. LEGAL IMPLICATIONS

- 7.1** Under section 112 of the Local Government Act 1972, the Council may appoint such staff as it considers necessary for the proper discharge of its functions on such reasonable terms and conditions, including remuneration, as the Council thinks fit. Every appointment of a person to a paid office or employment by the Council is to be made on merit.
- 7.2** Section 112(2A) of the 1972 Act states that the Council's power to appoint officers on such reasonable terms and conditions as the Council thinks fit is subject to section 41 of the Localism Act 2011. Section 41 requires the Council to comply with its Pay Policy Statement for the relevant financial year when making a determination that relates to the remuneration, or other terms and conditions, of a Chief Officer of the Council.
- 7.3** In accordance with the requirements of sections 38 to 43 of the Localism Act 2011 the Council has approved a Pay Policy Statement. This Policy sets out the Council's approach to Pay Policy for 24/25 on the remuneration of its senior officers designated as Chief Officers. It provides that "Corporate Directors and Directors are paid salaries

aligned to the Croydon Chief Officer grades, as set out in Appendix 1a, with provision for annual incremental progression to the top of the grade. Salaries are reviewed in line with the national awards, as determined by the JNC for Local Authority Chief Executives and Chief Officers.

- 7.4** The Croydon Chief Officer numeration and grades for 2024/2025 were agreed in the Pay Policy Statement, this role is Director Grade 2 with a maximum salary of £119,564.
- 7.5** The Council does have a market supplement policy which is referred to in the Pay Policy Statement. However, for reasons set out in paragraph 3.3 of the report, it is proposed that the market supplement policy and the Council's Pay Policy Statement is amended to make provision for the payment of a special occupational scarcity allowance to Chief Officers in exceptional circumstances where payment can be objectively justified. Revision of the Council's Pay Policy Statement is a function reserved to Full Council.
- 7.6** In making pay decisions the Committee must not discriminate protected groups in its pay arrangements. The Committee must be satisfied that any differences in pay is due to a material factor is not related to any equality issues. Further that there is a legitimate aim, and there is sufficient evidence available to objectively justify the proposed difference in contractual terms and pay that are appropriate, reasonable and are necessary to appoint a suitable candidate successfully.
- 7.6** The function of appointment of a member of staff below deputy chief officer level must be discharged by the Head of Paid Service, or by an officer nominated by the Head of Paid Service. Appointment decisions concerning more senior officers can be made by officers or Members subject to statutory requirements, Council rules and established practices. The post of Director of Housing, New Build & Estate Regeneration is a Chief Officer position.
- Statutory Guidance ("Openness and accountability in local pay") issued under section 40 of the Localism Act 2011, which the Council must have regard to when preparing and approving its pay policy statement provides: "full council, or a meeting of members should be offered the opportunity to vote before large salary packages are offered in respect of a new appointment. The Secretary of State considers that £100,000 is the right level for that threshold to be set.
- 7.8** The Council's pay policy statement provides that "The Appointments and Disciplinary Committee has delegated responsibility for approving appointments and decisions about remuneration packages for new appointments of £100,000 or more per year in accordance with the Localism Act 2011."
- 7.9** Staff Employment Procedure Rules at Part 4.J of the Constitution provides for a notification process to ensure that the Mayor and any other Cabinet Members have no material or well-founded objections to the offer of appointment and this process must take place before an offer of appointment can be made.
- 7.10** Approved: Principal Lawyer Corporate Law & Litigation for and on behalf of Stephen Lawrence-Orumwense the Director Legal Services and Monitoring Officer.

8. EQUALITIES IMPLICATIONS

- 8.1** The posts are senior posts within the Council, therefore post holders will have due regard to the Public Sector Equality Duties (PSED) as detailed:
- (i) Eliminate unlawful discrimination, harassment and victimisation
 - (ii) advance equality of opportunity between people who share a protected characteristic and those who don't.
 - (iii) foster or encourage good relations between people who share a protected characteristic and those who don't.
- 8.2** Senior members of staff are also responsible for the deliverables of the Equality Strategy 2020 -2024 within their service area. This includes ensuring that every strategy, delivery plan and staff appraisal has an equality objective linked to it.
- 8.3** As a member of the management team, the post holder will also have responsibility for the implementation of the Equality Strategy 2020- 2026 which includes the standards of the Chief Executive for London Council's Tackling Racial Injustice programme. This includes ensuring that both equality and race have measurable actions on personal development plans for the post holder.
- 8.4** The post holder will be requested to share equality monitoring data when in post.
- 8.5** Comments approved by: Ken Orlukwu, Senior Equalities Officer Date: 12/11/2024

9. HUMAN RESOURCES IMPLICATIONS

- 9.1** There are no additional human resources impacts.
- 9.2** Comments approved by Dean Shoesmith, Chief People Officer Date: 12/11/2024

CONTACT OFFICER: Katie Wallace, Head of Recruitment

10. APPENDICES TO THIS REPORT

Appendix 1: Role Profile

Exempt/Part B Appendices

Appendix 2: Candidates CVs (to follow)

BACKGROUND DOCUMENTS: none

Job Description

Job title: Director of Housing, New Build & Estate Regeneration		
Directorate: Housing	Post Number From Oracle	Evaluation Number
Grade: Director Grade 2	Date issued:	

Business Plan and Council priorities

The [Mayor's business plan: 2022 to 2026](#) has five outcomes:

- The council balances its books, listens to residents and delivers good sustainable services.
- Croydon is a place of opportunity for business, earning and learning.
- Children and young people in Croydon have the chance to thrive, learn and fulfil their potential.
- Croydon is a cleaner, safer and healthier place, a borough we're proud to call home.
- People can lead healthier and independent lives for longer.

Croydon Council's new ways of working

We will practice sound financial management, being honest about what we've spent and what we can afford.

We will focus on what we, uniquely, can do as the local authority as the democratically elected leaders of our borough. This means we will focus on our core services, and a small number of evidence-based outcomes that deliver our priorities. But we will also continue to use our democratic mandate to convene our partners around a common purpose and to make a clear case for a better deal for Croydon.

We will aim to become a much more transparent, open and honest council.

We will involve residents in our decision making. But we will also need to be clear with residents about what we can do, and what we can't. When we have to say no, we will do so with compassion and take the time to explain our decisions.

Responsibility for leading the Housing: Development and New Supply division. Annual budget responsibility of circa £200million.

Job Purpose:

As a member of the council's senior management team, the director will work collaboratively with other directors, corporate directors and the chief executive to deliver the Croydon Renewal Improvement Plan, The Housing Transformation Programme, and the Mayor's business plan. This role will primarily focus on leading the Housing new build and regeneration functions for the Council. The role will be responsible for the composition of the borough-wide housing regeneration programme.

Reports to: Corporate Director of Housing

Responsible for:

Designing, leading and recruiting for the newly created Housing Regeneration division. Design and delivery of the multi-billion pound housing regeneration programme

The post holder will

- Lead and shape the Council's strategic development plan, including housing growth and renewal strategies
- Provide direction and oversight of the Council's multi billion housing-related regeneration projects and programmes, managing a multi-disciplinary division of highly technical experts.
- develop effective partnerships between the Council, local communities, stakeholders, land owners, developers and other government agencies in order to achieve the shared outcomes of the sustainable growth strategy.
- Lead for the Council on feasibility studies for the regeneration of council homes in liaison with colleagues across the organisation and key partners outside of the organisation e.g. GLA, residents.
- lead and direct the services within the directorate in order to ensure that they deliver effective and efficient services against agreed KPIs, that they set and achieve high standards of performance, that they provide best value and that the overall budgets are managed and controlled within the funding envelope agreed.

Corporate Accountabilities

To take a "one Council" approach to deliver more effective outcomes and at all times avoid a siloed, single division or service area approach.

To actively seek out and learn from external good practice and bring those new ideas and ways of working into service development and delivery.

To contribute and lead as required as a workstream owner and or project lead on the delivery and implementation of specific corporate projects as required.

To actively role model the council's priorities and ways of working and the council's leadership framework and values.

To lead, manage and develop staff teams and ensure compliance with the councils performance management system and all HR policies and procedures

Be accountable for associated budget and have affordable plans in place to deliver the annual budget and Medium Term Financial Plan.

Provide assurance that the services are compliant and performance monitoring is part of the corporate rhythm, and exceptions have robust action plans.

To operate within the governance, financial and legal frameworks of the Council at all times.

Ensure equalities is embedded into all aspects of professional and managerial roles, including service delivery and at all times carry out your duties with regard to the Council policy.

Ensure, by robust management, that the services and staff you are responsible for adhere to the Council's Health and Safety Policy and operate within the safety management frameworks.

To ensure the effective management of data and security of information received and used within the division, to comply with the relevant legislation such as GDPR and the Freedom of Information Act, recognising that the council wishes to operate in the most open and transparent way.

Participate in cross organisational risk management and emergency planning activities as required

Represent Croydon Council externally as appropriate to the role, to ensure strong partnership working, strong public relations, and for other reasons as appropriate.

Deputise for the Corporate Director of Housing on all build matters as required.

Work with the Corporate Director of Housing and the other housing directors, take responsibility for building a whole Council approach to deliver on the ambitions of our priorities on housing.

Service Accountabilities:

To direct the Council's housebuilding programme, overseeing the building of new homes for rent and sale, including identification of sites, all consultations, planning compliance, designation of developments for people with special support needs and delivery of the building programme.

- To lead on the delivery of suitable, high quality homes working with the Council's Planning Team and developers including Registered Providers
- To identify and secure new delivery partnerships, including new finance and delivery routes
- Manage and motivate an in-house new build development team and regeneration teams that demonstrates commercial acumen but also embodies the council's commitment to fairness and works closely with our communities.
- Develop and oversee a really effective and long-term process of engagement with our residents, ensuring the community supports the development of vital new homes.
- To lead on the delivery of mixed use schemes that meet the Council's aspirations of sustainable growth
- To lead the design and delivery of high quality housing estate regeneration activities across the 16 places of Croydon.
- To direct multi-disciplinary teams comprising of council officers and external consultants to undertake robust feasibility and viability analysis of housing estate regeneration options, including mixed use schemes.
- To provide advice and guidance to council officers and external partners on the optimum regeneration outcomes within housing estate regeneration options.
- Bring ideas and innovation to the design and delivery of services to better meet the needs of the council and the wider community
- Influence regional and national policy in relation to Regeneration and Housing
- Support the whole 'place' approach to the council's regeneration programme through maximising the consideration of our residential areas in regeneration plans.
- Supporting the establishment of the council's tenant and leaseholder offer for those affected by any options appraisals being undertaken – including helping to shape the council's approach to estate regeneration ballots.
- Create the conditions for a place-based programme of activities that take a holistic approach to regeneration.
- Accountability for the delivery of successful borough-wide regeneration initiatives and programme on time and to budget.
- To seek and manage external funding from central government or other funding bodies.

- To maintain close links with the community, elected members and officers working within and across the 16 places of Croydon to ensure the Council's ambitions are delivered.
- To lead discussions with managers and officers across the Council to shape and influence delivery of build services in the neighbourhoods to drive effective and joined up provision to residents.
- Direct line management responsibility for up to 3 senior technical programme leads and matrix management of officers from across the Council on specific pieces of work.
- Budget accountability of multi-million pound regeneration schemes.
- To lead sustainable development policies and initiatives to ensure that Government reduction targets are met from utilities conservation and maximum energy efficiency for the future.
- Have oversight of all housing build related budgets, programme progress, including robust risk management processes.
- Jointly be responsible for delivering the equality strategy, health and safety policy, corporate projects and emergency arrangements.
- Ensure full appraisal of all regeneration options are incorporated into wider discussions relating to the housing estate interventions by the council and its partners.
- Enable good growth of the places of Croydon through the careful consideration of housing intensification opportunities.
- Create conditions for growth across the borough
- Ensure the successful delivery of a range of physical and economic regeneration projects
- Have effective oversight of the design and delivery of several mixed use schemes for the Council.
- Lead on the design and delivery of the Council's regeneration strategy
- Contribute to the annual budget planning process, the long-term HRA business plan, the capital programme and the Council's Medium Term Financial Strategy.
- Contribute to projects as part of the Housing Transformation Programme and wider council transformation.
- Champion the delivery of services in line with the Council's overall vision, using digital tools to maximise accessibility and quality, while minimising cost and achieving best practice in service delivery.

The list of duties in the role profile should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job and, in addition, as a term of your employment you may be required to undertake various other duties as may reasonably be required.

Your duties will be as set out in the above role profile but please note that the Council reserves the right to update your role profile, from time to time, to reflect changes in, or to, your job.

You will be consulted about any proposed changes.

Key Stakeholder Relationships:Internal:

Mayor, Members; Chief Officers; Directors; Heads of Service; other teams and senior departmental colleagues across the whole council; trade unions.

External:

Local, regional and national government bodies, agencies and NGOs; Housing Improvement Board; Improvement and Assurance Panel; Department of Levelling Up, Housing and Communities; GLA; professional bodies; other local authorities; partner organisations; statutory bodies; members of the public and community groups; trade unions

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.

Statutory Responsibilities:

This role has no assigned statutory responsibilities.

Other Considerations:

You may, from time to time, be required to work outside of regular office hours including weekends and evenings to attend meetings and community events.

The postholder is required to observe and fulfill the seven principles of public life (also known as the Nolan Principles).

1.1 Selflessness

Holders of public office should act solely in terms of the public interest.

1.2 Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

1.3 Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

1.4 Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

1.5 Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

1.6 Honesty

Holders of public office should be truthful.

1.7 Leadership

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

Person Specification

Specific Minimum Qualifications and Expertise

Qualifications:

- A professional or management qualification and educated to degree level or demonstrable equivalent experience in a related field
- Evidence of continuing professional development, leadership and personal development
- Achievement of an accredited / recognised professional qualification, including several years supervised professional practice from one of the following:
 - Royal Institute of Chartered Surveyors (RICS);
 - Royal Institute of British Architects (RIBA);
 - Chartered Institution of Civil Engineering (CICE).

Experience:

- Significant experience of leading and managing large complex regeneration programmes
- Significant experience of providing high quality technical advice on all matters relating to Housing regeneration
- Significant experience of working in a housing regeneration setting, developing and delivering a wide portfolio of initiatives across organisational boundaries
- Significant experience of delivering successful programmes and projects in partnership with other agencies
- Detailed understanding, or experience of developing and appraising development proposals
- Experience of working within a politically driven organisation operating at a senior level with elected or board members
- Experience of negotiating with and influencing others to achieve a positive outcome
- Experience of sourcing, commissioning, procuring and managing third parties to take forward elements of delivery
- Significant track record of successfully identifying and managing risks in project and programme delivery
- Knowledge and experience of implementing or supporting community led housing schemes
- Significant experience of successful multi-million pound budget and risk management particularly in relation to regeneration programmes/ projects
- Experience of establishing and implementing business planning processes and performance management systems to ensure appropriate and cost effective service delivery
- Experience of working in partnership with a wide range of internal and external stakeholders / bodies including statutory bodies and organisations

- Experience of managing a significant, comparable budget.

Knowledge and Skills:

- Excellent multi agency partnering skills with demonstrable successful outcomes
- High level of communication skills to persuade and engage audiences and form positive relationships at all levels (internally and externally).
- Knowledge of current housing issues and statutory and regulatory requirements
- Excellent knowledge of funding streams available for regeneration initiatives and conditions associated with them
- Ability to work in a collaborative way to transform service delivery including the ability to manage internal departmental relationships
- Evidence of being a strong corporate player who will lead, motivate and inspire their teams and build a high performing culture.
- Ability to work effectively across a range of service disciplines and with a range of people.
- Commitment to the Council's core value and objectives
- Ability to communicate complex ideas, concepts, issues and financial information clearly and simply both verbally and in writing.

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 other's 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.

Updated: March 2023

By virtue of paragraph(s) 1, 2 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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