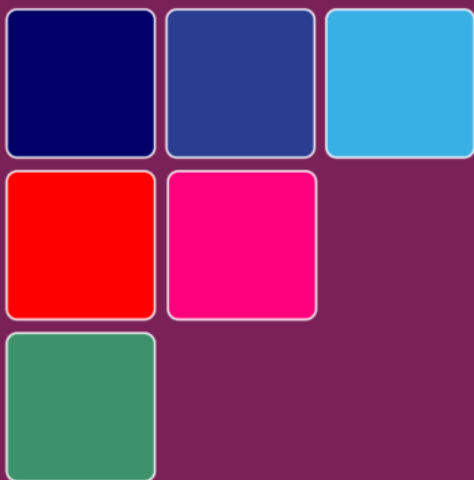


Dudley Council

Group Director - Housing and Assets



DMBC Operating Model 2024 - Vision:

A community-focused, financially resilient, collaborative, and sustainable council delivering the services required to support and meet the essential needs of residents, businesses, and the local economy.

Case for Change July 2024

Our Values:

Our values describe what we stand for and how we operate, and we expect our values to be lived and role-modelled throughout our organisation.



...we will be one council, building an effective and dynamic organisation

(to be updated 2025)

Our Group Directors:

Play a pivotal role in Dudley Council's comprehensive recovery and transformation programme. It demands robust leadership that supports our business, our workforce, and our residents.

Collaborating closely with the Chief Executive, the Group Directors will help build a dynamic leadership team that embodies and promotes the organisational values and behaviours expected throughout the Council.

Set the strategic vision, long-term plans and operating models to build resilience, high-quality, value for money services shaped around the needs of our communities.



Job title: Group Director – Housing and Assets

Grade/Salary: Chief Officer 1: £135 - £155k

Reports to: Chief Executive (Head of Paid Service)

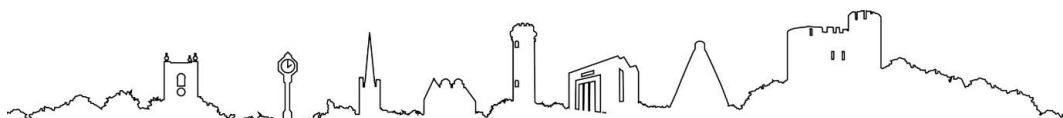
Post Number: PL390

Purpose:

1. Leadership and accountability for all areas within the Group including oversight of statutory functions
2. Member of the Council's Corporate Management Team, leading and driving organisational transformation, maximising use of technology/automation and high-performance culture focused on continuous improvement, efficiency, and improved customer experience and choice.
3. Oversee and own the Council Improvement Programme, development and implementation of the new operating model, and new accountabilities and performance management frameworks.
4. Champion evidence-based decision-making, robust financial management, and model effective leadership behaviours and accountabilities underpinned by adherence to the Nolan Principles, while articulating a compelling vision for change.
5. To oversee the transformation and modernisation of all functions within the Housing & Assets Group shaped around the needs and well-being of our communities.

Key Responsibilities:

1. Act as a key adviser to the Chief Executive, Group Directors, the Cabinet and Committee chairs providing guidance and expertise to meet objectives providing challenge where appropriate.
2. Provide direction to senior leadership teams and with the Chief Executive and Members set the long-term strategic direction for the Council underpinned by clear priorities, objectives and measures.
3. Collective responsibility for the effective leadership and corporate management of Council functions, development of transformation through the Council's new operating model and supporting the workforce to embrace new ways of working which include fully exploiting technology and automation to drive down costs and increase capacity.
4. Take a lead role in the formation and ongoing development of strategic partnerships and relationships with private sector organisations, regional bodies, public & voluntary sector, government and other stakeholders to enhance the Borough's economic development and wider well-being.
5. Develop, shape and lead the delivery and improvement of the Council's core functions maximising the use of technology and innovation to drive integration, business process redesign, self-service and modernisation to reduce overheads, create value for money, and enhance customer experiences.
6. Lead the development and execution of the Council's financial strategy, ensuring long term sustainability and implement the Council's budget strategy, identifying and proposing methods and means of generating resources to match and augment external grants and funding and at all times taking a 'one council' approach to financial sustainability.
7. Ensure robust governance arrangements for the proper administration of the Council's activities and programmes complying with legal professional and regulatory standards.
8. Manage risks and promote probity, transparency, and ethical standards across all functions.
9. Establish and participate in corporate resilience, emergency planning, and business continuity arrangements as required.
10. Build and maintain effective partnerships to achieve common objectives, with internal and external stakeholders, representing and promoting the Council externally.
11. Ensure adherence to health and safety policies and legal obligations under the Health and Safety at Work Act 1974 (or relevant local legislation) including monitoring compliance with legislation, internal policies, and industry standards.
12. Lead and set the strategic direction fostering a collaborative and inclusive culture for the following:-



Transformation and integration of Housing and Assets – across the council and with partners	
Development & Regulation:-	Housing & Homelessness:-
Acquisitions, Compliance and Maintenance	Housing Management and Tenant Participation
Regulatory Functions	Homelessness, Strategy and Resettlement

Special Conditions:

This post is politically restricted.

This post may be subject to the DBS checking process.

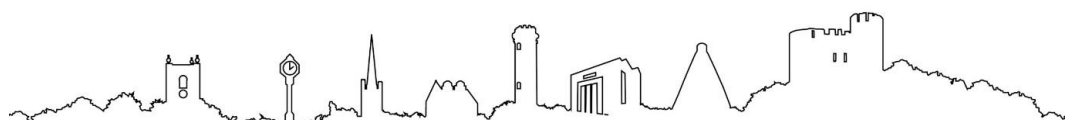
Driving Licence will be subject to checking with the DVLA. It is a council requirement to have Business Use Car Insurance and a valid MOT certificate (For cars over 3 years old).

Prepared by
Date

Chief Executive
10th March 2025

Person specification - Essential criteria:

Qualifications and experience	
1.	Degree level, equivalent education and/or strong evidence of working practice in the appropriate fields and level of role
2.	Holds a recognised professional qualification
3.	Evidence of continuing professional development
4.	Proven experience in large scale design and delivery of transformational change
5.	Substantial experience at a senior level gained in a large, complex, multidisciplinary organisation of senior strategic leadership achievement and experience consistently developing financial strategies and translating them into effective operational delivery plans
6.	Substantial relevant management experience at a senior level in a local authority or other large organisation with experience of successfully delivering high levels of customer service in a multi-functional environment
7.	Record of achievement in identifying and effectively managing the risk inherent in the delivery of operational services supporting individuals facing challenging life events and situations
8.	Significant experience of service redesign and defining services standards and proven track record of delivering customer-focused services in a complex environment.
9.	Demonstrable experience of ensuring high levels of probity, transparency and governance/standards in public life
10.	Proven success in leadership and management of a range of services with multi-disciplinary teams to achieve high performing and significant, sustainable service improvements and outstanding results leading to improved outcomes for service users
Skills and abilities	
11.	Proven commitment to public service and the ability to champion equality diversity and inclusion and embedding these as core values
12.	Successful track record in the management of large staff groups and motivating them to achieve change in new ways of working
13.	Proven ability to lead by example, act with integrity in alignment with the Council's professional standards, values, and behaviours, consistently modelling these attributes
14.	Politically astute, acting in line with the Nolan principles in public life
15.	Proven ability to work effectively in partnership with a wide range of internal and external bodies and able to demonstrate community leadership



16.	Proven ability to exhibit skills, tact, diplomacy, persuasion, negotiation, advocacy, and assertiveness and to adapt personal style as required
17.	Exceptional relationship management skills, capable of working effectively with Members and displaying a high level of political awareness.
18.	Visible, approachable and accountable for self and others, seeing errors as opportunities for learning.
19.	Driven and self-motivated with a clear sense of purpose
20.	Capable of anticipating and influencing changes to meet service needs, demonstrating both resilience and tenacity under pressure.
21.	Flexible, responsive and resilient to changing demands and priorities
22.	Aware of own strengths and development areas, with a commitment to addressing these



