

Director of Energy, Waste & Environment

Join us – Make a difference in our communities

West Sussex as an area is rapidly changing with increasing pressures from our demographics, continuing challenges to provide our residents and communities with greater levels of choice to support improved outcomes in their lives and of course we need to do this within tighter and tighter financial constraints. We recognise therefore that our organisation, working with and alongside our partnerships, needs to fundamentally change.

During a period of significant and fundamental change, we need strong, experienced, collaborative and cohesive leadership across our organisation. This requires a strong, collaborative strategic and corporate foundation for our organisation.

We have a strong and bold plan to ensure West Sussex maximises the opportunities for our residents through a compelling vision for our place over a 5-20 year horizon. Key to this is our strategy and approach to working in partnership to deliver a sustainable environment in the county.

About the Job

The Director of Environment, Waste and Energy will determine the vision and strategy for the management of waste, energy and sustainability in West Sussex. You will lead the Directorate to commission, performance manage and deliver outcomes in the services to agreed performance levels.

You will lead partnership working on environmental strategy, advising and supporting elected members to translate political objectives into deliverable outcomes, and collaborating with partners to commission services to achieve this.

There will be a strong focus on performance & contract management of third party providers, as well as the management of in-house services and the management of key regulatory matters in relation to the areas of service delivery. A focus on driving efficiencies and transforming service delivery to provide best value for money for residents will be key to success.

Job Details

Grade: Senior Management Group (SMG)
Department: Place Services
Location: County Hall, Chichester

Required Experience & Skills

Demonstrable evidence of proactive and innovative approach to influencing, negotiating and working with partners to secure service outcomes.

Significant understanding of business principles, economic drivers and sound commercial skills with demonstrable evidence of their application through the development and implementation of business cases to deliver service transformation.

Able to communicate a compelling vision to key stakeholders internally and externally to achieve operational outcomes.

Current and board knowledge of emerging national, regional and local policy developments, joint ventures and other delivery models to ensure that WSCC is at the forefront of innovative thinking on commercialisation, resource maximisation and income generation.

Successful experience of identifying, leading and developing a range of commercially focused service delivery models including partnering, outsourcing and other commercial solutions in similar environment.

Educated to post graduate level or equivalent in one or more of the relevant technical specialist areas and relevant professional qualification.

Substantial record of senior management achievement and experience in areas of Energy, Waste and Environmental services alongside knowledge of Trading standards.

A successful track record, demonstrating business acumen, creating a commercial environment where cost management and customer satisfaction is paramount.

A successful track record of forging and maintaining effective working partnerships with partners and contractors ensuring the development, design and delivery of services.

Experience of having worked at a senior level in a political environment with a broad knowledge of public sector delivery both directly and through commissioning.

Key Responsibilities

Working with Members and key partners, lead the development of the Council's strategy for a sustainable environment, defining the ways in which outcomes will be achieved and success measured in support of the objectives and values of the Council.

Determine the vision and strategy for waste management, including through collaboration with partners, and represent and promote the waste strategy at local, regional and national levels.

Provide strong, visible strategic leadership to the services in the directorate ensuring contribution to agreed strategy and environmental agenda and compliance with all relevant legislation and statutory requirements within an acceptable level of risk.

Lead the procurement and contracting for the directorate, ensuring they deliver intended outcomes which represent long-term value for money at an acceptable level of risk.

Accountable for Waste Service contracts commercial management and monitoring (currently valued at £60m per annum), ensuring effective performance management to achieve value for money and manage risks and liabilities.

Provide guidance and support to Cabinet and members in translating their waste, environmental and energy political objectives and priorities into coherent initiatives that will deliver their intended outcomes for West Sussex. Provide professional advice to senior officers and elected members on all matters of Waste strategy and policy.



Manage the relationships for the Council with external organisations, ensuring the delivery of effective outcomes through collaborative working. Develop strong relationships with district and borough council partners in formulating environmental strategy and in managing services which contribute to desired outcomes. Provide leadership for work to negotiate any changes in waste contractual responsibilities and contracts. Develop constructive relationships and partnerships with a range of stakeholders including business, government agencies, community, local authorities and community planning partners at locally, nationally and international level.

Accountable for significant delegated financial budgets and resources ensuring they are managed effectively for delivery of intended outcomes in a value for money and compliant approach.

Lead the planning and design for a defined range of services to support the commissioning and delivery of the best possible outcomes for the citizens and communities of West Sussex. Develop business plans to implement the agreed business strategies for the Council and its partners which are focused on delivering the political objectives and priorities of West Sussex and mitigate all identified risks.

Direct and be directly accountable for service performance and contributing to the performance management of other Council and partners' services which contribute. Using strategic performance indicators to measure success.

Provide strategic leadership for the Council's corporate approach to the environmental agenda for West Sussex providing professional leadership in environmental strategy and management. Representing and advocating the Council's perspective on the matter to national and regional bodies ensuring the Council's approach is coherent and well-articulated.

As the lead director for trading standards, you will ensure the County Council discharges its obligations in relation to the prevention of crime and disorder and associated responsibilities in accordance with the Crime and Disorder Act 1998 and be responsible for county council responsibilities in relation to associated statutes including in relation to licensing, enforcement powers (jointly with the Director of Law and Assurance), approval of fees chargeable, and the appointment of officers under the Food Safety Act 1990, the Weights and Measures Act 1985, and the Agriculture Act 1970.

Our Values

You will lead, promote and demonstrate the values of our organisation.

- Trust and Support
- Listen and Act Upon
- Customer Centred
- Honest and Realistic
- Genuinely Valued

You will lead, promote and demonstrate the cultural ambition of our organisation:

'To become an organisation which lives and breathes our values where all of our people are able to work in an empowered, collaborative and innovative way to make a real and positive difference to all our communities.'

JD Code: SMG

April 2019

