

## Role Profile



<b>Role Title</b>	Assistant Director – Waste Management and Public Space
<b>Reference Number</b>	
<b>Directorate</b>	Economy and Growth
<b>Team</b>	N/A
<b>Job Category</b>	Leadership & Management
<b>Grade</b>	Tier 3 Level 2

## Role Purpose

To lead and transform Cumberland Council's waste management and public space operations to enhance environmental sustainability for the region and operational efficiency of the Council.

This role involves ensuring efficient and sustainable waste collection, disposal, recycling and public space services, whilst driving strategic initiatives to modernise and improve service delivery. The Assistant Director will lead policy development, stakeholder engagement, and the implementation of the new operating and service delivery model for waste.

## Accountabilities

- Be an active member of the Extended Leadership Team, providing input that shapes and develops a high performing and empowered Council, delivering an excellent service for the residents and communities through an ambitious, integrated and successful waste service.
- Act as a strategic lead for all waste and public space operations, maintaining compliance with all current and new legislation and regulations related to the collection and disposal of waste, street cleansing and education and enforcement activity, continuing to enhance service delivery, which optimises efficiency of such services across Cumberland.
- Act as the strategic lead for the Council's 25-year Waste Disposal contract.
- Manage and optimise the waste services and public spaces budget for the service area(s), allocating a range of resources appropriately and identifying additional funding strategies/income/efficiencies, ensuring that financial targets are met, and the financial health of Cumberland Council is protected.
- Lead the development and implementation of the Waste Management and Public Space function's strategy, plans, objectives, policies, systems and processes to deliver council priorities, ensuring they meet internal and external reporting requirements comply with external legislative and regulatory frameworks.
- Put customer experience and outcomes at the heart of the new waste and public space operating model and service design/delivery, removing barriers and enabling staff to be entrepreneurial and innovative and work with stakeholders across departmental and organisational boundaries to co-design inclusive and joined-up services that are efficient, effective and meet the needs of residents and communities.
- Inspire, motivate and develop functional leaders and staff, to create an empowering, enterprising, modern and learning culture that enables staff to perform at their best and therefore both deliver excellent services to residents as well as retain and attract the best talent for the Council.

- Identify developments across the Waste Management and Public Space external landscape, anticipating future issues, promoting innovative new approaches and positively challenging current thinking to deliver better services and outcomes for Cumberland communities.
- Foster and cultivate relationships with a range of stakeholders to enable the smooth delivery of the new waste and public space services model, build a positive reputation for the service, and to enable new opportunities that will deliver efficient and effective enabling services for the Council.
- Negotiate and collaborate with Cumberland residents, Members, other Council departments, and external stakeholders to develop joined up solutions that effectively serve the Cumberland community.
- Provide leadership in risk management, emergency response and business continuity both corporately and as part of your directorate, being available for response rotas as required.
- Conduct any other duties commensurate with the scope and grade of the role.

### Cumberland Employee Accountabilities

- Ensure that suitable and sufficient assessments of risk are carried out in relation to their operations, activities and premises, and that the control measures which they identify are adequately communicated and implemented, and that a written record of these assessments is maintained and the assessments periodically reviewed.
- All Employees have a duty to take care of their own health and safety and that of others who may be affected by your actions at work. Employees must co-operate with employers and co-workers to help everyone meet their legal requirements.

### Knowledge / Skills / Experience required

- Seasoned professional with expertise in delivering waste and public space services, with a breadth of operational understanding of all areas that the role covers.
- Degree and post graduate qualifications or equivalent experience in relevant disciplines.
- Experience of shaping Waste and Public Space strategy and objectives, covering a range of services and activities that have shared objectives.
- Experience of leading a function or department within a complex and diverse organisation.
- Experience of forging partnerships and creating long-lasting relationships and being able to work across departmental and organisational boundaries to collaborate with and influence key stakeholders.
- In-depth understanding of regulations/legislation and best practice of waste and public space services, with a thorough understanding of national and local government developments, policy, and emerging trends.
- Ability to use leadership skills to build an understanding of the agendas or motivations of others in order to keep them motivated and engaged.
- Ability to foster an innovative and curious mindset that drives an ambitious and inclusive way of working and empower staff to see continuous learning as a positive that drives better solutions and outcomes.
- Strong organisational and political acumen, with the ability to work with elected Members and interest groups to build consensus and shape services.
- Excellent commercial acumen and financial management skills.

### Dimensions of role

- The role will be leading a department for Cumberland Council, developing a vision and leading strategy.
- The role will have ownership of a departmental budget.

- Planning will be over a multi-year horizon.

Date	24/01/2025
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## Our Values

**Cumberland Council** takes a fresh approach to the delivery of inclusive services that are shaped by our residents and communities.

By enabling positive outcomes for health and wellbeing, prosperity and the environment, we will fulfil the potential of our people and our area.

