



Director of Investment & Development



Færfield

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Introduction from Chief Executive, Graham Farrant

Welcome to Bournemouth, Christchurch and Poole (BCP) Council, one of the UK's largest unitary authorities serving a dynamic beautiful location with huge potential.

As a council, our four-year vision is for a place where people, nature, coast and towns come together in sustainable, safe and healthy communities.

Our new Corporate Strategy aims to create an open, transparent and accountable Council, which puts our people at its heart. It has two key priorities. They are:

- Our Place and Environment: Vibrant places where people and nature flourish, with a thriving economy in a healthy, natural environment
- Our People and Communities: Everyone leads a fulfilled life, maximising opportunity for all

We are seeking a Director of Investment & Development who will play a leading role in translating this vision into reality by enabling place-shaping and place making through leadership of development and housing delivery services. You will have responsibility for shaping the future of a new directorate and for driving the delivery of the Council's housing, regeneration and smart place projects. We have some key priority sites including Holes Bay (the largest brownfield regeneration site in the South West), the Dolphin Centre site and the areas around the Winter Gardens, including the Bournemouth International Centre. You will take responsibility for attracting external development and investment, as well as creating the conditions for assembling effective partnerships and delivery vehicles that unlock potential and create commercially viable projects.

We have made a confident start. Now, we need a Director of Investment & Development with a strong track record of delivering large scale development, regeneration and investment projects, to help us deliver our ambitious aspirations and priorities.

We have a shared set of values and behaviours that we expect to see from all our colleagues, and these underpin the culture we are creating for our future. The more these values sound like you, and describe people you want to work with, the more likely it is that you will thrive at BCP Council.

Graham Farrant,
Chief Executive



Copy of Job Advertisement



Beside the sea. Beyond expectations.

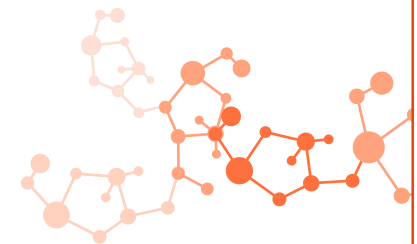
Director of Investment & Development **Up to £103,914 per annum**

At BCP Council we are ambitious about the potential of our place. We live in an extraordinary location, with an unmatched coastal environment that attracts visitors from all over the world. Our corporate plan reflects the priorities of our communities and puts our place and our environment at the heart of what we do. As **Director of Investment & Development**, you will play a leading role in translating this vision into reality by enabling place-shaping and place making through your leadership of development and housing delivery services.

Reporting to the Chief Operations Officer, you will have responsibility for shaping the future of a new directorate and for driving the delivery of the Council's housing, regeneration and smart place projects. We have some key priority sites including Holes Bay (the largest brownfield regeneration site in the South West),

the Dolphin Leisure Centre site and the area around the Winter Gardens, including the Bournemouth International Centre. You will take responsibility for attracting external development and investment, as well as creating the conditions for assembling effective partnerships and delivery vehicles that unlock potential and create commercially viable projects.

If you bring a strong track record of delivering large-scale development, regeneration and investment, as well as a commercial mind-set, political nous and excellent partnership delivery capabilities, then we want to hear from you. For more information about the role, please contact our retained consultants Martin Tucker or Rob Naylor on 0121 312 3755, or for more information and to apply please visit www.faarfield.co.uk/bcp



Faarfield

Job Description

Role Profile:	Leadership Grade
Service/Team:	Operations Leadership Team
Reports to:	Chief Operations Officer
Number of posts:	1

Job Overview

At BCP Council we are ambitious about the potential of our place. We are an unprecedented location, with an unmatched coastal environment that attracts visitors from all over the world. Our corporate plan puts our place and our environment at the heart of what we do. As Director of Investment & Development, you will play a lead role in translating this vision into reality, by enabling place-shaping and place making through your leadership of regeneration, development, housing delivery, commissioning, and smart places.

Key accountabilities and responsibilities

- You will drive the delivery of the Council's housing, regeneration projects and smart place projects ensuring their integration into the BCP target operating model.
- You will bring a focus to delivering projects at pace and overseeing a whole programme approach including through effective governance and risk management systems and processes.
- You will motivate your teams to work at pace, connecting horizontally across the organisation to focus on the delivery of this Administration's key priority sites: Holes Bay, Dolphin Leisure Centre site, the BIC & Winter Gardens.
- You will act as the Council's lead Officer in attracting external development and investment into these priority sites. You will take a lead role in creating the conditions for assembling effective partnerships and delivery vehicles that will result in commercially viable projects.
- You will ensure that our development schemes shape the BCP area in a way that meets the needs of our local communities while promoting economic growth and creating opportunity.
- You will develop and maintain relationships with the Council's Political Administration, the Cabinet Member for Dynamic Places and the Lead Member for Regeneration Projects to develop strategies and policies that enable the delivery of the aspirations of the BCP Corporate plan.
- You will follow the Officer / Member protocol providing advice on regeneration and development to all elected Members.
- You will provide high-level strategic and tactical advice to the council on investment, regeneration and development matters, offer professional advice to members, and prepare and present reports to member forums.

- You will maximise and systematically build on the opportunities offered by the operation of the Bournemouth Development Company, while acting as the Shareholder representative for this company on behalf of the Council. You will ensure the Council's interests are protected and its wider social and environmental ambitions, as well as its commercial and financial interests, are embedded in the Company's business plan and related work programme.
- You will work horizontally and vertically across the organisation to ensure opportunities for join up and efficiencies are identified and implemented.
- You will develop and implement the first BCP Investment and Development Service Directorate service plan aligned to the Corporate Strategy and key Administration priorities to manage the performance of the service in line with council policies transparently and openly.
- You will manage the investment and development budget in an efficient way; comply with the council's standing orders and guidance and any relevant statutory requirements, including the Equality Act, the Health and Safety at Work Act and GDPR Regulations.
- You will represent the service directorate and council in a professional manner within local government, regional, national government, voluntary and community agencies and forums and partnerships.
- You will engage with residents, partners and businesses to achieve buy in and collaboration in the housing delivery, community investment/regeneration and smart place agenda to maximise outcomes.
- You will lead the development and promotion of proposals and bids to secure external funding to deliver BCP's priorities and support service delivery.
- You will be responsible for the recruitment, management, development and wellbeing of staff in the service to enable high performance.
- You will ensure appropriate workforce planning and performance management including creating opportunities to grow our own staff and recruit and promote from within.
- You will embed a culture of ownership of the BCP brand, driving our core values of pride, passion, respect, integrity, and innovation throughout the Service Directorate and in all your work.
- You will be a key Member of the Operations Directorate Management Team, you will provide advise and guidance related to Investment and Development into this DMT and work positively with the team on cross Council priority issues and programmes.

Specific qualifications and experience

- Degree and further professional qualification in a relevant subject or be able to demonstrate equivalent knowledge, skills and experience
- Professional competence in relation to investment, regeneration and development

- Knowledge and understanding of innovative and future based commercial and commissioning solutions.
- Leadership of high-profile innovative projects which have a wide-ranging impact and reputational risk for the council
- Experience of working at a senior level in a complex environment, either public or private with a commercial focus and a high level of strategic awareness
- Political awareness in a local government context
- Experience of delivering a range of development projects from early concept through to construction.
- A comprehensive understanding of the legal, regulatory frameworks relating to regeneration.
- Ability to build and develop commercial relationships to deliver results.
- Experience of delivering large scale growth plans working collegiately with business and government and recognising the socio-economic needs of communities.
- Experience of establishing and building effective partnership arrangements
- Experience of influencing key government and international players to invest in large scale regeneration plans.
- Experience of supporting significant change programmes, including the realisation of financial benefits.
- Strong interpersonal skills with the ability to negotiate, influence and generate confidence, trust and respect.
- Ability to demonstrate resilience and flexibility of approach and manage uncertainty and ambiguity for themselves and others.
- Ability to respond quickly and innovatively to manage and enhance reputation.

Personal qualities and attributes

- An energetic and driven leader who works at pace and delivers results.
- An agile leader who builds a positive culture of learning and reflection while delivering quality services.
- A leader who has experience of achieving fast paced results in a complex and multi-site organisation
- A collaborative leader who can hold their opinions lightly.
- High level of personal credibility, integrity, and emotional intelligence.
- A growth mindset and proven quality of learning from mistakes.
- A sense of ease with working with conflicting views.
- Drives inclusion and diversity.

Tier 3 Director Role Profile

Corporate Leadership

- Make a positive contribution as a member of the corporate leadership team, participating in strategic discussions and contributing to the development of the overall strategy for the council which ensures that intended outcomes for the communities of Bournemouth, Christchurch and Poole are achieved
- Set a strategic focus across the council and its partners on delivering a range of effective customer experience, including digital, to all residents of Bournemouth, Christchurch and Poole
- Participate in corporate leadership development and team-building and develop appropriate succession capacity for managed services and self
- Work collaboratively with colleagues across the council to develop corporate approaches to service delivery which add value to the residents of Bournemouth, Christchurch and Poole
- Embody and demonstrate the corporate values and ensure that the corporate vision, values and behaviours are communicated clearly, understood and delivered by all employees

Managing, Leading and Developing Others

- Act as a strategic leader building strong, visible and collective leadership between cabinet, senior officers and partners which builds a culture of high performance, inspires people and supports the delivery of BCP objectives which meets the needs of Bournemouth, Christchurch and Poole communities
- Provide inspirational leadership and management to engage diverse teams to deliver best practice
- Cultivate talent by embedding effective succession planning as part of an integral part of the strategic planning process; connecting to the long-term goals and objectives of the council
- Support the overall management of the service that promotes equality of opportunity and collaborative working within staff teams, ensuring that staff are aware of the requirement to deliver a fair and non-discriminatory service
- Seek and develop strategic external partnerships to achieve positive outcomes for the council and local residents

Innovation and Problem Solving

- Lead and support initiatives or projects to facilitate transformational change, drive and sustain performance and deliver continuous cost and service improvement in support of a digital, collaborative commercial approach
- Take advantage of challenge, pressure and opportunity to transform the efficiency and effectiveness of service delivery and embed an adaptive culture in an environment that needs to make effective use of limited resource
- When faced with challenge or resistance, make evidence-based judgement and decisions
- Lead the strategic development of the broad marketplace including shaping and stimulating markets to access appropriate and relevant public, private and voluntary sectors capabilities to deliver the best possible outcomes for the communities of Bournemouth, Christchurch and Poole

Relationships and Managing Self

- Resilient and resourceful to manage multiple conflicting priorities.
- Work effectively in a political environment and establish positive relationships with Councillors, senior managers, staff and external partners, to instil confidence, trust and credibility about the delivery of the service
- Accountability for managing personal professional development

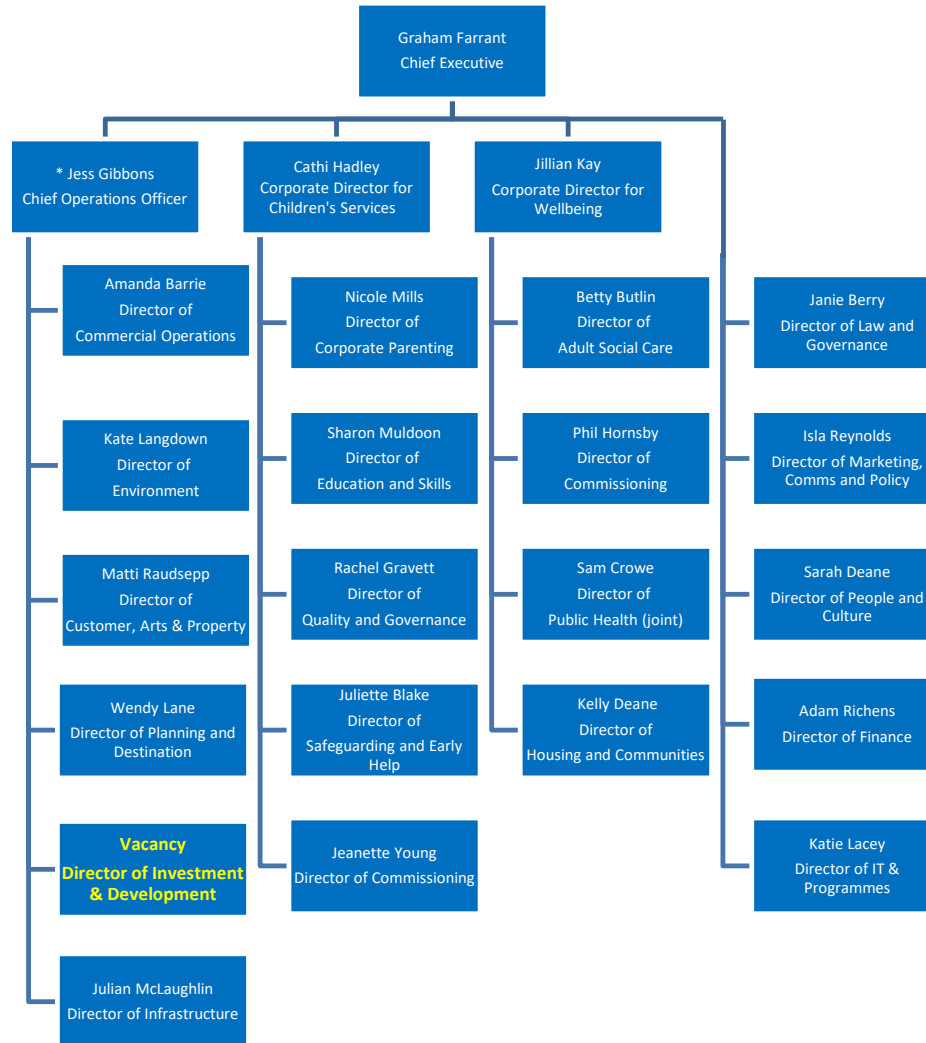
Accountability

- Direct accountability for the delivery and performance of designated services against current and future strategic objectives and service outcomes
- To be commercial and accountable for the delivery of the agreed budget, to deliver agreed objectives in line with the council's financial regulations, procurement rules and commercial strategy
- Make evidence based and outcome focussed decisions on council policy and activity within the democratic processes of the council. Use proactive risk management to ensure service quality is maintained

Job Requirements

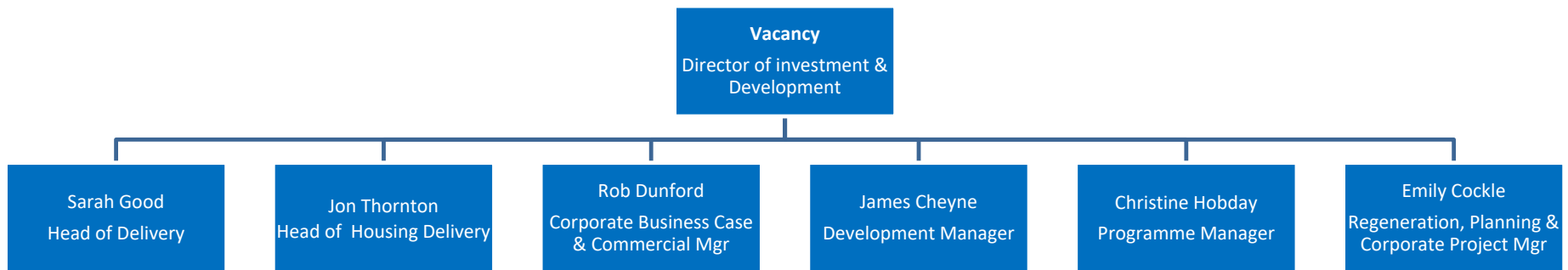
- Participate in the council's emergency incident duty officer rota and other corporate initiatives as directed

BCP Senior Leadership Team



***Note that Jess Gibbons leaves BCP Council on the 8th March 2024**

Investment & Development Team



About Bournemouth, Christchurch & Poole

BCP Council and Bournemouth, Christchurch and Poole

The Bournemouth, Christchurch and Poole area enjoys an outstanding natural and urban environment, which makes it a desirable place to live and work at a time when people and businesses are leaving more densely populated cities and choosing to live life in balance. It is a place where culture and heritage meet innovation and modernity.

Formed in April 2019, BCP Council is now the tenth-largest urban local authority in England serving diverse communities. We are the custodians of a globally recognised coastline, where people love to live, learn, work, explore, invest, relax and play. Do not miss this opportunity to be a part of the vibrant, exciting future we are creating.

<https://www.bcpCouncil.gov.uk/>



Additional Information

For additional information, please follow these links:

BCP links

<https://www.bcpCouncil.gov.uk/>

<https://www.bcpCouncil.gov.uk/about-the-council>

<https://www.bcpCouncil.gov.uk/councillors-committees-and-elections>

<https://www.bcpCouncil.gov.uk/news-hub/news-articles>

Application Process

Closing date for applications: 21 March 2024

Longlist meeting: 27 March 2024

Interviews: 15 April 2024

For a confidential discussion please speak to:

Martin Tucker

Managing Director, Faerfield

Tel: 0121 312 3755

Rob Naylor

Head of Knowledge Management, Faerfield

Tel: 0121 312 3755

To apply for this role, please click here

<https://faerfield.co.uk/bcp>

