



Post Title: Director of Environment and Sustainability
Grade: SLMG 1

Job Purpose – Vision & Strategy

To create and drive the vision for the Energy and Sustainability (E&S) Division, the Council and our city. To actively and effectively promote the Council's vision, values, aims, objectives and priorities to partners, national and local stakeholders, employees and Nottingham's citizens.

To be accountable for delivering on the Council Plans and to take a lead role in robust decision making through the promotion of good governance and effective options appraisals that balance financial risk and organisational ambitions and promises.

To lead on the Council's energy, environment and sustainability programmes and their associated delivery, taking sustainability and carbon reduction projects from initiation and business case through to delivery. To ensure target return on investment is delivered and commensurate with the Council's financial strategy and projects successfully delivered.

To act as the City Council's lead policy advisor on matters of energy and environmental strategy; including climate change, energy management and carbon neutrality. To manage divisional budgets, government and other appropriate grants and associated compliance. To lead on Core Cities and Government negotiations on Net Zero and climate challenges and opportunities.

Strategic Leadership Behaviour Expectations

As a strategic leader and senior officer, you will be expected to demonstrate our core behaviours (*Please refer to the Leadership expectations booklet*):-

- **Leading People:** by building high performing teams, empowering and motivating others and being a role model for the organisation and its values.
- **Equality Diversity & Inclusion:** To create and embed an organisation culture of respect and inclusivity in the services we provide and in the workforce that we engage.
- **Change & Innovation:** by driving changing and a culture of continuous improvement, exploring new and innovative ways to design and deliver services.
- **Collaboration:** by working across boundaries, building relationships and creating joined up services to deliver the best services for the people of our city.

Specific Duties

1. To provide strategic leadership, direction, robust management and decision making to Environment & Sustainability Division, including the following service areas (with scope for future growth of the division);
 - a. Carbon Reduction Projects and Policy
 - b. Midlands Net Zero Hub – Sustainable Warmth Programmes
 - c. Midlands Net Zero Hub – Net Zero Programmes

2. To understand and interpret the Council's vision, policy and direction, and the contribution that net zero projects and sustainability services can play. Ensure that strong working relationships are developed by giving strong professional advice, speaking truth to power, and communicating policy and direction.
3. Contribute to our corporate responsibility in relation to climate change by considering and limiting the carbon impact of activities within your leadership role and championing this work through E&S Service's offering.
4. To lead on the delivery and programme management of all energy and sustainability related projects/programmes, ensuring positive financial returns where appropriate.
5. To act as the Council's lead policy/strategy advisor on issues relating to energy, carbon neutrality and environmental sustainability.
6. To work alongside Finance, Legal, Procurement and other technical colleagues to ensure a corporate, programme management approach to the Council's ambitious carbon neutral action plan.
7. To manage the financial profile to ensure the investments and associated budget savings are realised, overall budget responsibility in excess of £100m.
8. To anticipate national trends and funding strategies and ensure that Nottingham is positioned to take advantage of them. Support the development of business cases that deliver a positive return on investment.
9. To work alongside partners, internally, regionally and nationally to further Nottingham's energy, waste and sustainability ambitions
10. To translate national initiatives and strategies into local plans which benefit Nottingham's citizens.
11. Develop new strategies surrounding sustainability, Local Area Energy Plans and refresh existing corporate plans.
12. Lead on all aspects of community involvement and strategy surrounding carbon neutrality, energy and sustainability.

This is a politically restricted post under the provision of Section 2(1) (c) of the Local Government Housing Act 1989

All senior leaders are expected to:

- Undertake any other duties allocated by the Chief Executive
- Work outside of normal office hours where required
- Participate on an on-call Emergency Response rota if required
- Travel within and outside the city's boundaries when required.

Person Specification: Director of Environment

AREA OF RESPONSIBILITY	REQUIREMENT	MEASUREMENT		
		A	AC	D
Vision, Strategy and Delivery	Experience as a senior leader in a large and complex organisation with comparable scope, responsibilities, budget and resources.			
	Evidence of a successful track-record of creating compelling visions and successfully translating clear goals and objectives to deliver outcomes that make a positive difference.			
	Evidence of successful involvement in building the corporate reputation of a large, multi-disciplined organisation and inspiring people to deliver sustainable improvement.			
	Evidence of implementing innovative and progressive performance frameworks that drive accountability, balance risk and respect good governance and ensuring understanding at all levels.			
	Evidence of financial and commercial awareness with strong analytical skills and a creative approach to problem solving.			
	Demonstrate an understanding of the current issues and challenges facing local government in general and Nottingham City Council in particular.			
Leading People	Evidence of successfully leading and motivating people and cultivating a culture that creates high performing people and services.			
	Evidence of empowering others to take decisions and follow through confident actions, through strong and visible leadership.			
	Evidence of successful strategies in managing your own personal resilience and wellbeing at a leadership level and promoting positive leadership practice.			
	Evidence of planning for the future delivery of services, including the effective workforce planning for capacity and capability challenges.			
Change and Innovation	Evidence of leading major change programmes in a large diverse organisation, bringing others on the journey with you.			
	Evidence of success for creating innovative service delivery models that continue to provide high quality services within a smaller financial scope.			

	Evidence of implementing rigorous project management approaches to ensure the best use of resources.			
	Evidence of leading large operational services and needing to re-focus service priorities at pace following changes outside of the organisation's control.			
	Evidence of successful cultures of continuous improvement where people feel included and involved in future directional priorities.			
Collaboration	Evidence of achieving successful partnership working variety of communities, partner organisations, private sector providers, Government, public agencies and statutory authorities.			
	Evidence of successfully promoting the interests of an organisation and engaging partners in strategic and service delivery.			
	Evidence of operating effectively and openly within the democratic process with the political acumen and skills to develop productive working relationships with Councillors that commands respect, trust and confidence.			
Equality, Diversity and Inclusion	Demonstrating a strategic understanding of equality, diversity and inclusion at every level and demonstrative experience in tried and tested methods to develop inclusive services within strategic partnerships.			
	Demonstrating a thorough understanding of equality, diversity and inclusion challenges posed by providing quality public services in our multi-cultural city.			
	Demonstrating personal commitment to the equality, diversity and inclusion challenges faced by our workforce and Nottingham's people.			
	Evidence of leading people and services to recognise, respect and value individual needs to achieve a culture of inclusivity.			
TECHNICAL AND QUALIFICATIONS	Degree and project management qualification beneficial			
	It is likely that the post holder will be a member of at least one professional body, for example: <ul style="list-style-type: none"> - Chartered Energy Management - Energy Institute - Association of Environmental Management 			
A - Application	AC – Assessment Centre	D – Documentary Evidence		