HEAD OF NEIGHBOURHOODS

Person Specification | Bassetlaw District Council

Essential

Applicants must demonstrate:

Leadership and management

- Significant senior leadership and management experience within a relevant service area.
- Experience of leading a large and diverse workforce.
- A successful track record of leading service improvement, transformation and organisational change.
- The ability to provide clear direction, motivate others, and build effective teams.

Strategic and operational experience

- Experience of turning strategic priorities into effective service plans and measurable outcomes.
- Strong knowledge and understanding of the legislation, statutory responsibilities, health and safety, and compliance requirements relevant to operational and frontline services.
- The ability to manage complex and diverse services while maintaining high standards of service delivery.

Financial and commercial management

- Significant experience of managing capital and revenue budgets and delivering financial targets.
- Experience of effective procurement, contract management, and financial governance.

Political and partnership working

- Experience of working effectively with elected Members and senior officers.
- Strong political awareness and the ability to provide clear, professional advice.
- Experience of building effective partnerships and influencing a wide range of organisations and stakeholders.

Communication and customer focus

- Excellent written and verbal communication skills, including the ability to explain complex information clearly to different audiences.
- Strong influencing, relationship-building and collaborative working skills.
- A clear commitment to delivering high-quality, inclusive, and customer-focused services for residents and communities.

Values and behaviours

- A positive, visible, and empowering leadership approach.
- Sound judgement, resilience, and a commitment to continuous improvement.
- A strong commitment to the Council's values: Open and Honest, Everyone Counts, Service Excellence, Aspirational, and Together we can do more.

Desirable

It would be advantageous for applicants to demonstrate:

- A degree-level qualification in a relevant discipline or an equivalent professional qualification.
- Broad experience across a range of Neighbourhood Services.
- Detailed understanding of the wider policy environment affecting Neighbourhood Services.
- Experience of embedding customer engagement and inclusion into service planning and performance measures.

Qualification alternative

> Applicants may meet the qualification requirement through:

> A relevant degree or professional qualification, or demonstrable equivalent professional expertise.