

Role Title	Director of Housing, Regeneration and Planning
Role Purpose	<p>The purpose of the role is to provide the corporate direction and strategic leadership, working collaboratively, internally and externally with partners and colleagues to ensure the effective delivery of high quality regeneration (including social economic regeneration) strategies, increased housing supply and effective planning strategies for the Borough of Haringey. To operate across organisational boundaries to integrate and improve services and deliver the priorities for the Borough. Work with colleagues to make a major contribution to the leadership of the Council, influencing decision-making and providing professional leadership and vision for the staff and guidance to the Chief Executive, Leader, Cabinet Members Holders, Corporate Board and the Council on matters relating to Housing, Regeneration and Planning. To contribute to the leadership of the community in Haringey and promote the vision, values and priorities to partners, stakeholders and residents to improve the quality of life and promote economic development</p>
Principal Accountabilities	<p>To discharge the relevant statutory duties and responsibilities in relation to Regeneration, Housing and Planning to ensure delivery, through your Assistant Directors and teams, strategies which result in high quality outcomes for the Borough and promote community engagement</p> <p>To ensure that teams and resources are focused and aligned to deliver corporate transformation programmes, with a particular focus on Tottenham and Wood Green Regeneration</p> <p>To help develop a support a Council-wide strategy for sustainable growth. Acting as lead officer for planning, regeneration (including socio-economic), and housing strategy to ensure the best possible services for the people of Haringey</p> <p>To lead and shape the Council's strategic development plan, including housing growth and renewal strategies</p> <p>To maximise the use of the Council's estate to achieve the Council's wider objectives</p> <p>To ensure that resources and processes are in place to effectively deliver the Councils' capital programme</p> <p>To provide strategic leadership and direction across borough-wide regeneration programmes and influence public policy and decision making</p> <p>To develop effective partnerships between the Council, local communities, stakeholders, land owners, developers and other government agencies in order to achieve the shared outcomes of the sustainable growth strategy</p> <p>To provide clear advice which balances competing priorities in a joined up and sensitive manner</p> <p>To bring ideas and innovation to the design and delivery of services to better meet the needs of the council and the wider community</p> <p>To influence regional and national policy in relation to Regeneration, Housing and Planning</p> <p>To contribute to the collaborative effort to develop initiatives across the Council which engage and enable residents to help themselves and manage demand by becoming involved in improving their neighbourhood and community and resolving issues for themselves</p>
Strategic Objectives	<ul style="list-style-type: none"> • Develop a robust housing strategy placing existing residents at its core. • Oversee a major Council house building programme which promises to deliver 1000 homes at Council rents. • Ensure new developments provide affordable homes with the right mix of tenures to meet the wide range of needs across the Borough, prioritising new social rented homes. • Secure the delivery of supported housing that meets the needs of older, disabled and vulnerable people in the borough. • Aim to reduce the number of households in temporary accommodation by a third to under 2000 by 2022 • Improve the quality of Haringey's Council housing ensuring that a minimum of 95% of homes meet the Decent Homes Standard by 2022. • Develop methods which improve access to training, and skills development opportunities. • Implement methods which build and retain wealth in the local community, supporting an economy that provides opportunities for residents and

	businesses.
Role Specific knowledge, skills, qualifications and experience	<p>Educated to degree level or equivalent relevant working experience.</p> <p>Experience of leading and motivating large teams of people in an organisation of similar size and complexity.</p> <p>Managing large and/or multiple budgets in a constantly changing environment.</p> <p>Appreciation of major reforms and best practice relating to housing, planning, regeneration (including socio-economic).</p> <p>Comprehensive knowledge of housing, planning, regeneration strategic issues/challenges nationally/regionally and locally.</p> <p>Track record of successfully delivering complex regeneration and/or economic programmes or projects.</p> <p>Knowledge of current housing issues and statutory and regulatory requirements.</p> <p>Ability to initiate, develop and implement strategies to address complex cross-cutting issues.</p> <p>Proven ability to work across functional, professional and organisational boundaries including managing and leading multi-disciplinary teams.</p> <p>Understanding of the principles and practice of corporate management, strategic planning and business performance improvement.</p>

Generic Role Profile – Corporate Leadership		Level A
Context and Scope		Key Accountabilities
<p>Accountable for leading, directing and managing Council services at a strategic development level.</p> <p>Horizon scanning 3- 5 years; emerging practices, seek out the latest thinking and innovation across all sectors.</p> <p>Work with lead Councillors in setting and delivering the strategic aims and objectives of the Council.</p> <p>Provide strong leadership, direction and guidance regarding the allocation of resources, risk management, change management and leadership behaviours.</p> <p>With your other colleagues lead the way in developing and showing to the organisation the values and behaviours expected of all employees.</p> <p>Accountable for building external and internal capability so the Council is agile, known for career enhancement and as a result attracts high performing individuals who want to achieve.</p> <p>Accountable for contingency planning and business/service continuity.</p>		<p>Working with Lead Councillors, develop, agree and lead the delivery of the Council's overall Corporate Plan and specific strategies.</p> <p>Lead and motivate staff to take responsibility and perform to the best of their ability.</p> <p>Ensure that the strategic outlook and advice, considers the impact of internal and external factors.</p> <p>Create, foster and manage effective relationships with Councillors, the communities we serve and partners.</p> <p>Provide the organisational context and space for others to work collaboratively and in so doing deliver Council wide improvements.</p> <p>Drive significant cultural change through the Council and its partners.</p> <p>Be accountable for associated budget and agree Medium Term Financial Plans.</p> <p>Ensure organisation wide compliance and robust performance monitoring.</p> <p>Ensure a strategic approach to managing risk and ensuring organisational resilience.</p> <p>Be an ambassador for Haringey.</p>
Key Dimensions		Key Performance Measures
<p>Work involves strategic development and integration of services across the Council and external partners.</p> <p>Has a shared responsibility for the financial management of the whole Council and specific accountability for own area.</p> <p>Work involves high levels of political contact and consideration in the development of</p>		<p>Outcomes from the Medium Term Financial Strategy (MTFS).</p> <p>Achievement of the outcomes within the Council's Corporate Priorities.</p> <p>External assessment (e.g. Peer Review)/Resident Satisfaction.</p> <p>Progress in meeting statutory/key indicators in allocated services.</p> <p>Progress in delivering the objectives of the housing strategy.</p>

<p>Council strategy, aims and objectives. Jobs at this level operate with a wide level of discretion over staffing, resource and decisions provided that actions are consistent with Council policies. Can lead by example and deliver in a political environment.</p>	<p>Progress in delivering the objectives of the regeneration strategy. Customer and resident satisfaction. Improvement in key corporate performance indicators. Employee engagement levels.</p>
<p>Leadership Qualities</p>	
<p>Achieving Ambitious Outcomes – Looks to the future to help shape vision and create a shared sense of purpose. Can create an agenda where one doesn't exist. Service excellence – Has a clear idea of what quality 'looks like'. Creates a culture that champions high performance. Thinks Differently - Anticipates residents' views and the climate of opinion. Adapts and responds to them. Takes account of risks and broader issues when making decisions and taking actions. Takes ultimate responsibility. Visible Leadership - Is an inspirational leader, shaping the culture of an ambitious organisation. Work in Partnership; One Council - A confident ambassador for the organisation regionally and nationally. Makes tangible efforts to encourage collaboration and looks for new opportunities in the market to support the future corporate agenda. Open Communication - Has presence, credibility and influence. Presents compelling and coherent arguments to convince and involve others. Is approachable and responds quickly to the needs of the audience</p>	
<p>Haringey Values Lives our values: Human • Ambitious • Accountable • Professional</p>	