# Person Specification

**Job Title: Development Director (Major Projects)**

**Directorate:** City Development

**Grade:** Strategic Leadership Pay Level 5

(market supplement may be payable)

**Responsible to:** Executive Director of City Development

**Experience and Qualifications**

1. Educated to degree level in Civil Engineering or similar discipline or appropriate post graduate or professional qualification or equivalent.
2. A successful track record of achievement as a senior manager in a large, complex, multi-disciplinary and challenging organisation.
3. A proven track record of managing large and complex infrastructure developments including but not limited to rail, highways and energy.
4. Evidence of success in establishing a strong performance culture including effective performance measures, the evaluation of service quality and improving service delivery.
5. A proven track record of delivering outcomes through leading, motivating, managing and empowering multi-disciplinary teams and across professional boundaries to contribute to corporate goals.

6. Evidence, or a detailed understanding, of working effectively within a commercial and political environment, providing clear, balanced advice and guidance on strategic issues that achieve corporate and service objectives.

**Ability, Skills and Knowledge**

1. In depth knowledge of infrastructure investments at national, regional and preferably local level.
2. In depth knowledge of how infrastructure delivery can be funded including the development of business cases and business plans.
3. Demonstrable knowledge of legal structures in developing partnering arrangements and contracts.
4. Comprehensive knowledge of assessing and producing infrastructure appraisals.
5. Commercial expertise and a commitment to deliver best value for projects within demanding deadlines.
6. Excellent communication skills including the ability to articulate and disseminate a vision; present clear, concise reports to a wide range of audiences; and an understanding of political sensitivities.
7. Experience of delivering projects in both the Public and Private sectors.
8. Thorough understanding of planning rules and permitting regulations.
9. Ability to successfully brand and market developments.

10. Evidence of a clear understanding of the workings of local government and the legal, financial and political context of public sector management.

11. Proven track record of working across organisation, including negotiating, communicating and joint working with internal/external organisations to achieve outcomes.

12. Extensive experience in the procurement of large - scale infrastructure projects.

13. Knowledge of public sector procurement rules and regulations.

14. Ability to adopt a strategic view and relate strategy to action.

15. High level analytical skills, with the ability to exercise sound judgement and cultural sensitivity in seeking creative solutions to complex situations.

16. Ability to build effective teams and relationships and achieve results through others by leading, inspiring and motivating others to create a ‘can-do’ and managed risk culture.

17. Ability to operate effectively with a high volume, high sensitivity workload.

18. Ability to develop lateral linkages and opportunities.

19. Ability to think, plan and manage strategically and innovatively and to develop effective strategies to meet outcomes.

20. Ability to achieve major cultural and organisational change and achieve results through influence, negotiation and joint working.

21. Knowledge of business continuity planning and response.

22. Ability to manage budgets across a number of disciplines.

23. Ability to build and maintain effective relationships within private and public sectors including elected members, key partners, stakeholders and the wider community.

24. Ability to manage diverse professional teams in the context of large and complex projects.

25. Ability to operate effectively with a high volume, high sensitivity workload.

26. Ability to be innovative and creative.

# Personal Attributes

1. Committed to equality of opportunity in employment and service delivery.
2. The ability to identify opportunities and risks.
3. Strong leadership style that enthuses and inspires others.
4. Committed to acting corporately and collaboratively.
5. High-level of drive and motivation to achieve.
6. Committed to the public sector.
7. Outcome and achievement focussed.
8. Committed to change management and continuous improvement.
9. A customer focussed approach.
10. To demonstrate the Council’s values.