

Person Specification

Please note that it is absolutely essential that in your application you give evidence or examples in each of the appointment criteria listed under Part One of the Person Specification. It will also be helpful if you explain your motivation for and interest in applying for this post. At interview, these responses will be further developed and discussed, taking into account Part Two of the Specification.

Post: Assistant Director – Transport

Part One

Experience

1. Relevant degree qualification or equivalent relevant experience.
2. Track record of enabling a large organisation to successfully develop and influence strong relationships, networks and partnerships across the public and private sector at a local, regional and national level to make a demonstrable difference and facilitate improved local outcomes - particularly in relation transport.
3. Evidence of leading major transport/infrastructure delivery programmes/contracts and transforming transport related services to support the achievement of priorities and outcomes
4. Experience of leading by example in establishing and maintaining an outcome focused team which develops staff potential and delivers new ways of working

Skills, knowledge and aptitude

5. Leads and exemplifies collaborative ways of working and values, is experienced in challenging and influencing others to understand the benefits of this way of working.
6. Highly developed professional and legislative knowledge and understanding of national policies, statutory requirements, relevant frameworks and accountabilities in both central and local government in relation to transport.
7. Able to collaborate effectively locally, regionally, nationally and internationally to help shape and contribute to green city credentials and net zero ambitions.

8. Able to work effectively in a political environment with a high degree of political awareness and sensitivity, providing clear professional advice and rationale.
9. A deep understanding and knowledge of importance of communication and engagement with residents, communities and businesses.
10. Established networks of influence which can be harnessed to support the work of the Council.

Part Two

Skills, knowledge and aptitude

1. Evidence of an open and collaborative leadership style which values the contribution of others and motivates and enables them to achieve their potential and make a difference to the residents of our city.
2. Strong proponent of collaborative leadership at a senior level, with a commitment to being part of a cohesive corporate leadership team.
3. Understanding of national and local government policy and its potential to transform how councils engage and work with partners especially at sub regional, regional and national levels.
4. Able to think strategically and to analyse transport data, trends and complex issues within a political environment utilising an evidence-based approach to understand the issues and work cooperatively to help the organisation and partners work together in pursuit of our priorities.
5. Able to be creative and innovative in delivering outcomes with a clear understanding of putting our residents at the heart of everything we do.
6. Excellent written and oral communication and presentation skills that can engage and facilitate collaborative working with a diverse range of audiences
7. Personal and professional credibility with all stakeholders especially colleagues, partners, providers and elected members that inspire confidence in the Council to play a leading role in the future of the city and the region.
8. Strong business acumen, well developed financial and risk management skills and a track record of developing partnerships to transform services to deliver improved value for money and more efficient ways of delivering outcomes.

Disposition

1. Commitment to working to, leading by example and delivering the council's values of Proud, Fair, Ambitious.

Special Requirements

1. Able to work whatever hours are reasonable and necessary.