

Meeting of:	Senior Management Appointment Committee
Date of Meeting:	Wednesday, 27 May 2026
Relevant Scrutiny Committee:	No Relevant Scrutiny Committee
Urgent Decision Procedure Used (If yes, why)	N/a
Item Type	Part I
Report Title:	Recruitment and Selection details for the post of Head of Regeneration and Strategic Project Delivery
Portfolio Holder:	Executive Leader and Cabinet Member for Performance and Resources
Strategic Leadership Team:	Director of Place
Lead Officer:	Marcus Goldsworthy, Director of Place

1. What is this report about?

- 1.1 The report sets out the recruitment and selection arrangements proposed for the position of Head of Regeneration and Strategic Project Delivery, including consideration of a two-year secondment or temporary appointment opportunity in the first instance.
- 1.2 The report seeks Senior Management Appointments Committee approval to progress recruitment to this strategically significant Chief Officer role in accordance with the Council's Constitution, ensuring the Council secures the leadership capacity required to strengthen corporate project governance, regeneration, placemaking and cross-Council delivery.
- 1.3 The post will play a key role in supporting delivery of Vale 2030, particularly the Council's ambitions around creating great places to live, work and visit, supporting organisational resilience, and helping the Council be the best it can be through strengthened project co-ordination, governance and delivery.
- 1.4 The report also seeks delegated authority for the Chief Executive, in consultation with relevant stakeholders, to progress advertising, assessment, longlisting and shortlisting arrangements in advance of final interviews by Senior Management Appointment Committee.

2. What are the Recommendations?

	Recommendations – What and How?	Reason for Recommendation – Why?
2.1	That Committee approves the recruitment and selection arrangements for the post of Head of Regeneration and Strategic Project Delivery.	To enable the Council to progress the appointment in accordance with constitutional requirements and secure strategic leadership capacity.
2.2	That delegated authority is granted to the Chief Executive, in consultation with the relevant Cabinet Member, Director of Place, and Head of HR & OD, to progress advertising, assessment, longlisting and shortlisting.	To enable timely progression of the recruitment process and minimise delay in securing critical leadership capacity.
2.3	That associated recruitment, assessment and process costs are met from existing approved budgets.	To ensure appropriate governance, affordability and value for money.

3. What is the background to this report?

- 3.1 On 26th March 2026, Cabinet approved the creation of Head of Regeneration and Strategic Project Delivery role, including the option of a two-year secondment or temporary appointment opportunity in the first instance to be determined by the Senior Management Appointments Committee, as part of proposals to strengthen project management, regeneration and major project delivery across the Council.
- 3.2 The role was established to provide enhanced strategic leadership for the Council's expanded Project Management Unit (PMU), regeneration functions, placemaking responsibilities and wider project governance arrangements.
- 3.3 The post is strategically significant in supporting the Council to deliver major capital, regeneration and placemaking priorities, including projects linked to Barry regeneration, housing, infrastructure, Sustainable Communities for Learning, and wider organisational transformation.
- 3.4 The option of a two-year secondment or temporary appointment in the first instance also provides the Council with flexibility to establish and evaluate the effectiveness of the revised operating model and strengthened PMU arrangements before any future longer-term structural decisions are considered.
- 3.5 The role aligns strongly with Vale 2030, particularly:
- 3.5.1 Well-being Objective 1: Creating great places to live, work and visit
 - 3.5.2 Well-being Objective 2: Respecting and celebrating the environment
 - 3.5.3 Well-being Objective 5: Being the best Council we can be

- 3.6 In the context of significant financial pressures, increasing complexity of capital delivery, cross-directorate programme demands and the need to maximise external funding opportunities, timely recruitment is required to ensure continuity of strategic leadership, resilience and delivery.
- 3.7 The Job Description and Person Specification have been reviewed to ensure alignment with current organisational priorities, leadership expectations, market conditions and future Council requirements.

4. What issues are there to be considered?

- 4.1 Recruitment will be progressed through an appropriately robust internal and external campaign to maximise the quality and diversity of the candidate pool.
- 4.2 Given the strategic significance of the role, and the option for the appointment to be progressed as a two-year secondment or temporary opportunity in the first instance, recruitment materials will position the opportunity around:
 - 4.2.1 Corporate leadership of project governance;
 - 4.2.2 Regeneration and placemaking impact;
 - 4.2.3 Cross-Council strategic delivery;
 - 4.2.4 Vale 2030 ambitions;
 - 4.2.5 Organisational transformation and resilience.
- 4.3 Assessment methods are expected to include a robust and values-led process, potentially including:
 - 4.3.1 Longlisting against essential criteria;
 - 4.3.2 Psychometric profiling and/or leadership assessment tools;
 - 4.3.3 Technical Interview;
 - 4.3.4 Peer and stakeholder Presentation;
 - 4.3.5 Senior Management Appointment Committee final interview.
- 4.4 This approach will help ensure assessment of both technical credibility and the leadership behaviours required to operate successfully within the Council's values of Open, Together, Proud and Ambitious.
- 4.5 A proposed recruitment timeline is outlined below:
 - 4.5.1 27 May 2026 – Committee approval;
 - 4.5.2 28 May 2026 – Advertisement live;
 - 4.5.3 22 June 2026 – Longlisting / assessment;

4.5.4 02 July 2026 – First stage Selection Activity;

4.5.5 21 July 2026 – SMAC final interviews.

4.6 Timescales may be adjusted subject to market conditions, candidate availability and organisational requirements.

5. How has evidence been used to inform the report, including the views of others?

5.1 The proposals have been informed by:

5.1.1 Previous Cabinet approval and structural review;

5.1.2 Strategic service need and Vale 2030 priorities.

5.2 Engagement has included Strategic Leadership Team colleagues, relevant Directors, HR & OD and internal service stakeholders.

5.3 The approach reflects the Council's wider ambition to strengthen resilience, improve delivery, maximise investment and ensure major projects are effectively governed and prioritised.

6. What are the next steps if the recommendations are approved?

6.1 Following approval, the recruitment process will commence in line with the agreed timeline.

6.2 This will include finalisation of Recruitment Pack and Assessment Process design.

6.3 Senior Management Appointment Committee will undertake final interviews and determine appointment in accordance with constitutional requirements.

7. How does this report support Vale 2030 and Reshaping?

7.1 Recruiting to this post directly supports Vale 2030 by strengthening the Council's ability to deliver strategic regeneration, placemaking and project governance.

7.2 The role supports:

7.2.1 Delivery of major regeneration and placemaking ambitions;

7.2.2 Improved governance and co-ordination of major projects;

7.2.3 Organisational resilience and transformation;

7.2.4 Better use of resources and investment;

7.2.5 Strengthened leadership capacity.

7.3 The appointment supports the Reshaping Programme by reinforcing the Council's target operating model, improving integrated delivery and helping the organisation respond effectively to long-term financial, environmental and social challenges.

8. How does this demonstrate the Five Ways of Working?

8.1 Long Term:

- 8.1.1 The proposal reflects the long-term principle by strengthening sustainable leadership capacity for one of the Council's most strategically significant delivery functions.
- 8.1.2 By securing dedicated leadership for project governance, regeneration and placemaking, the Council is better positioned to deliver Vale 2030 priorities, maximise long-term investment opportunities, and build organisational resilience that supports both current communities and future generations.

8.2 Prevention:

- 8.2.1 The proposal supports prevention by reducing strategic, operational and governance risks associated with leadership gaps across major capital, regeneration and placemaking activity.
- 8.2.2 Early investment in strong leadership capacity helps prevent delays, fragmented delivery, missed funding opportunities and avoidable inefficiencies, while creating greater organisational stability.

8.3 Integration:

- 8.3.1 This role strengthens integration by connecting multiple Council priorities, including regeneration, placemaking, housing, infrastructure, sustainability, Project Zero and organisational transformation.
- 8.3.2 It supports a more joined-up approach between corporate strategy, service delivery, workforce planning and financial sustainability, recognising that long-term well-being outcomes are interconnected.

8.4 Collaboration:

- 8.4.1 The recruitment approach reflects collaboration through engagement with Members, Strategic Leadership Team colleagues, HR & OD, and key stakeholders across directorates.
- 8.4.2 The role itself will further strengthen collaborative working by improving cross-Council co-ordination, supporting partnerships and ensuring major projects are delivered through collective leadership and shared priorities.

8.5 Involvement:

- 8.5.1 The proposal supports involvement through transparent governance, constitutional oversight and a fair, robust recruitment process.
- 8.5.2 It ensures Members and relevant stakeholders are appropriately involved in shaping and scrutinising appointment arrangements, while helping secure leadership that can continue to strengthen community voice, placemaking and public engagement in future delivery.

Resources

9. Finance

- 9.1 The financial implications associated with this appointment will be met through previously approved Cabinet funding arrangements, including existing budget provision and established PMU funding streams linked to project delivery activity. Recruitment to the post does not create additional budget pressure beyond approved arrangements.
- 9.2 Recruitment activity will be managed in line with the Council's commitment to value for money while ensuring an appropriately robust process for a strategically critical role.

10. Workforce

- 10.1 This appointment is critical to strengthening leadership capacity, resilience, succession planning and organisational capability in relation to major project delivery.
- 10.2 The option of a secondment or temporary arrangement in the first instance also supports organisational flexibility, succession planning and development opportunities.
- 10.3 The role supports the Council's People Strategy through strengthened career pathways, leadership capacity and improved cross-Council working.
- 10.4 The recruitment process will reflect the Council's commitment to fairness, inclusion, diversity and psychological safety.

11. Legal and Equalities

- 11.1 **Does an Equalities Impact Assessment need to be completed? If not, why?** An Equalities Impact Assessment has been completed and is available in Appendix A.
- 11.2 An Equalities Impact Assessment has been completed by the Director of Place in recognition that this is a newly established role created to support wider structural and organisational changes previously approved through the Cabinet Report. The Equalities Impact Assessment reflects consideration of the broader organisational implications of establishing the post and supporting revised structures.
- 11.3 The recruitment and appointment process will be undertaken in accordance with the Council's Constitution, relevant employment legislation, equality duties and senior appointment procedures.

12. Key Contacts

- 12.1 Who are the primary officers to contact with any comments and/or queries on the report?

Lead Officer: Marcus Goldsworthy, Director of Place MJGoldsworthy@valeofglamorgan.gov.uk	Democratic Services Officer: James Langridge-Thomas, Operational Manager (and Statutory Head of) Democratic Services jlangeridge-thomas@valeofglamorgan.gov.uk
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Appendix

Appendix A – Equality Impact Assessment

Appendix B – Head of Regeneration and Strategic Project Delivery Recruitment Pack

Background Documents

[Lead Project Manager and Head of Regeneration](#), Cabinet, 26 March 2026

[People Strategy 2026-2030](#)

[View results](#)

Respondent

31

Marcus Goldsworthy

32:15

Time to complete

Introduction

1. What are you assessing? *

The Creation of a new Head of Service Post, Head of Project Management and Regeneration

2. Who is responsible? (Name) *

Marcus Goldsworthy

3. Who is responsible? (Job Title) *

Director of Place

4. Who is responsible? (Team) *

Place

5. Manager *

Marcus Goldsworthy

6. Date of start of assessment *

13/05/2026



About Your Proposal

7. What is the purpose of the proposal?

To create a new post to manage the delivery of key projects across the Council

8. Why do you need to put it in place?

The Council spends millions of pounds of money on capital projects each year and these are managed by individual teams across various Council Departments. This role will seek to consolidate each of the project teams and delivery arms under one project manager responsible to the Council's SLT for delivery and thereby unifying delivery by using matrix management to focus on delivery while allowing the various team to remain part of the relevant directorates.

9. What are the intended outcomes of the proposal?

A new post that will focus on supporting and managing delivery of capital infrastructure and regeneration projects

10. Who does the proposal affect? *

Note: If the proposal affects lesbian, gay, homosexual, or transgender people, ensure you explicitly include same-sex couples and use gender neutral language.

The proposal will support the delivery of Council's projects across various departments and will help and support existing teams who are already involved in project delivery. No protected groups or individuals will be affected.

11. Will the proposal affect how other organisations work?

the only impact should be to improve how the Council works with other organisations and companies through a unified project management structure

12. Will the proposal affect how you deliver services?

The only impact should be to improve reliance and delivery across the Council with the role specifically focused on the delivery of the projects within the required timescale.

13. Will the proposal impact on other policies or practices?

the role will ensure that key policies and practices around procurement and project delivery are followed and maintained.

14. How will you achieve the proposed changes?

through the appointment of an officer to the key coordinating and managing role of Head of Project management and Regeneration.

15. Does the proposal assist or inhibit our ability to meet our public sector equality duty to eliminate discrimination; advance equality; and foster good relations?

the role will assist the council in meeting its public sector equality duty by ensuring that all major project delivery meets the required standards.

Evidence

What evidence is available for you about the needs of people with different characteristics to evaluate your proposal? Where are the gaps in the evidence?

16. Local data and public engagement *

You may want to consider the Let's Talk about Life in the Vale findings and the Vale's population needs assessment. Also use this section to detail any public engagement that has been undertaken to support you in developing and evaluating your proposal.

All key capital projects which the Council delivers involve public engagement of one form or another, with many or most requiring at the very least planning permission. The appointment of this key role will ensure that all projects meet the key requirements of engagement.

17. National data and research *

You may want to consider the Equality and Human Rights Commission's 'Is Wales Fairer 2023' Report, and other information such as the the Welsh Index of Multiple Deprivation, Census etc.

As above

Impact

What is the likely impact of your proposal on individuals with the following characteristics? State whether the impact is negative, differential or positive.

18. Age *

Consider in particular young people and older people

Positive - role will ensure that this is considered

19. Disability *

Positive - role will ensure that this is considered

20. Gender reassignment *

Ensure policies explicitly include same-sex couples and gender neutral language.

Positive - role will ensure that this is considered

21. Marriage and civil partnership (discrimination only) *

Positive - role will ensure that this is considered

22. Pregnancy and Maternity *

Positive - role will ensure that this is considered

23. Race *

A race is a group of people defined by their colour, nationality (including citizenship) ethnicity or national origins. A racial group can be made up of more than one distinct racial group, such as Black British.

Positive - role will ensure that this is considered

24. Religion or belief *

Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief.

Positive - role will ensure that this is considered

25. Sex *

Positive - role will ensure that this is considered

26. Sexual Orientation *

Ensure policies explicitly include same-sex couples and gender neutral language.

Positive - role will ensure that this is considered

27. Socio-economic considerations *

Socio-economic disadvantage can be disproportionate in both communities of interest and communities of place – think about how this leads to further inequality of outcome and how intersectionality can exacerbate this. Changes are minimal beyond the change in provider and should have no impact on any communities.

Positive - role will ensure that this is considered

28. Welsh language *

How does your proposal ensure that you are working in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011), to ensure the Welsh language is not treated less favourably than the English language, and that every opportunity is taken to promote the Welsh language (beyond providing services bilingually) and increase opportunities to use and learn the language in the community?

positive - We will support applications from Welsh speakers and offer training when necessary

29. Human rights *

Positive - role will ensure that this is considered

Going Forward

30. What, if anything, can be done to promote a positive impact? *

creation of role

31. What, if anything, can be done to limit any negative impact? *

Creation and appointment to this role

32. Is there a need for more favourable treatment to achieve equal outcomes? (disability only) *

No

33. Overall will the impact of your proposal be positive, negative or neutral? *

positive

34. How will you monitor progress in delivering your proposal and its impact on citizens? *

Through result in terms of delivery of projects in accordance with statutory requirements and on time and within budget

35. Approved by (name) *

Marcus Goldsworthy

36. Job Title *

Director of Place

37. Date of Approval *

13/05/2026



Head of Regeneration and Strategic Project Delivery

Thank you for your interest in joining Vale of Glamorgan Council.

This is an exciting and pivotal time for the Vale of Glamorgan.

We are delivering significant regeneration, placemaking and strategic investment ambitions that will shape our communities, economy and environment for decades to come. From town centre regeneration and major capital programmes to strategic infrastructure, partnership investment and long-term transformation, this role has a visible and lasting impact on people's lives.

We are looking for an engaging, collaborative and values-driven leader, someone who shares our passion for public service, our commitment to Strong Communities with a Bright Future, and our belief that strategic regeneration, placemaking and excellent project delivery can create lasting change.

We are seeking a professional with experience in the delivery of multi-million pound capital infrastructure and regeneration projects who can bring together governance, prioritisation and co-ordination of major project delivery, including schools, engineering, regeneration and house building, under a consolidated Project Management framework across the Council.

If you are ready to shape how the Vale delivers some of its most important ambitions, we would love to hear from you.

First stage interviews are scheduled for 2 July 2026,
with final stage interviews taking place on 21 July 2026.

About the Vale of Glamorgan Council

Welcome to the Vale of Glamorgan – a county where coastline, communities, towns, rural landscapes and growth opportunities come together to create a place full of potential.

Our communities are ambitious, diverse and evolving. From Barry's regeneration opportunities and waterfront, to Penarth's thriving identity, our rural communities and historic market towns, strategic housing ambitions and economic development priorities, the Vale is a place of opportunity, pride and transformation.

At the Vale of Glamorgan Council, we're ambitious about the future. Our *Vale 2030* strategy, *Strong Communities with a Bright Future*, is more than just a vision. It is our commitment to:

► **Creating great places to live, work and visit -**

Through regeneration, placemaking, strategic investment and community pride.

► **Respecting and celebrating the environment -**

Through sustainable development, Project Zero and resilient infrastructure.

► **Giving everyone a good start in life -**

By creating places, opportunities and systems that support prosperity and inclusion.

► **Supporting and protecting those who need us -**

By ensuring regeneration and growth improve outcomes fairly.

► **Being the best Council we can be -**

By strengthening governance, delivery and transformation.

This role sits at the heart of these ambitions.



Our values

Embracing Openness, Ambition, Togetherness, and Pride: Our Core Values at Vale of Glamorgan Council

At Vale of Glamorgan Council, our values of openness, togetherness, pride, and ambition are more than just words – they are the guiding principles that inform every decision we make and every action we take. As we embark on a journey of transformation and growth, it is essential that all members of our team understand and embody these values.

► Ambitious:

We are forward thinking and seek to embrace new ways of working with our colleagues, partners, residents and those who do business in the Vale of Glamorgan. We invest in our future, whether that is the skills of our workforce, the assets that we utilise or our relationships with others. We value the trust placed in us by our community and are ambitious to delivery excellence in all that we do on their behalf.



In this role, being ambitious means:

- Leading high-impact regeneration and transformation of communities and neighbourhoods
- Strengthening project delivery and maintaining and increasing momentum
- Driving innovation and strategic investment
- Aligning projects to Vale 2030 and long-term value
- Setting high standards for delivery and accountability

► Open:

We foster an environment of transparency and accessibility. We believe in open communication, with ideas and information flowing freely. We encourage dialogue, active listening, and constructive feedback. By being open, we create a culture that values diverse perspectives and promotes collaboration, ensuring that everyone's voice is heard.



In this role, being open means:

- Building confidence with Members, Strategic Leadership Team and communities
- Providing trusted advice and strategic clarity
- Strengthening governance and visibility
- Using insight and evidence to guide priorities
- Welcoming innovation and challenge

► Together:

Collaboration is the cornerstone of our success. We believe that by working together, we achieve more. We foster a culture of teamwork, where individuals across departments and disciplines come together to tackle challenges, share knowledge, and leverage their collective strengths.



In this role, working together means:

- Building strong internal and external partnerships
- Leading through influence across services and teams
- Strengthening regional and external collaboration to enable delivery at pace where it really matters
- Supporting shared ownership of delivery
- Building confident, capable teams

► Proud:

We take immense pride in serving the Vale of Glamorgan and its residents. We are proud of our achievements, the positive impact we make, and the dedication of our team. We celebrate our successes, both big and small, and recognise the efforts of our staff in delivering exceptional services. Our pride stems from our commitment to excellence, our contribution to the community, and our unwavering dedication to making a difference.

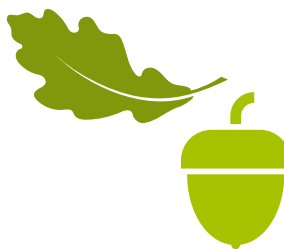


In this role, working together means:

- Leading visible, meaningful change
- Creating places communities feel connected to
- Building confidence in delivery
- Strengthening organisational reputation
- Delivering with integrity and purpose

By embracing our values of *Open, Ambitious, Together, and Proud*, we cultivate a work environment that fosters trust, collaboration, and a sense of belonging. These values are not just for internal interactions - they extend to how we engage with everyone we work with and for. We are committed to upholding these values in all aspects of our work, ensuring that we build strong relationships based on integrity, respect, and shared achievements.





Our future plans

Thank you for your interest in joining the Vale of Glamorgan Council as our Head of Regeneration and Strategic Project Delivery.

This is a pivotal moment for the Vale. Across our towns, neighbourhoods and strategic sites, we are investing in regeneration, infrastructure and major capital programmes that will shape people's lives for generations to come. Our ambition, set out in *Vale 2030*, is clear: to build *strong communities with a bright future*. Achieving this requires confident leadership, a strong placemaking ethos and excellence in project delivery.

The **Head of Regeneration and Strategic Project Delivery** plays a central role in turning that ambition into reality. Leading the Council's place based regeneration agenda, you will shape and deliver programmes that support sustainable, inclusive and resilient communities – aligning regeneration activity with the Local Development Plan and wider corporate priorities. You will champion a placemaking led approach, ensuring that regeneration integrates housing, transport, public realm, learning, wellbeing and economic development, and responds to the distinctive character and needs of our communities.

Alongside this, you will provide strategic leadership for the delivery of medium to large scale capital projects across the Council. Working through a matrix management model, you will bring together multidisciplinary teams across regeneration, housing, transport, neighbourhood services, learning and social services to drive consistency, capacity and high quality delivery. From concept and business case, through funding, procurement and construction, you will ensure strong governance, effective risk management and delivery of agreed outcomes.

This role is also about **how** we deliver. We are looking for an engaging, collaborative and values led leader who reflects and embeds our organisational values of being *Ambitious, Open, Together and Proud*. You will provide clear, transparent advice to senior leaders and elected members, create confidence in how projects are prioritised and reported, and foster a culture of accountability and continuous improvement.

Strong partnership working is essential. You will act as a visible civic leader, building trusted relationships with communities, businesses, delivery partners and funders. You will work closely with Welsh Government, UK Government, regional partners and growth deal arrangements to influence policy, secure investment and align programmes with national and regional priorities. A strong commercial mindset will be critical, ensuring that projects deliver best value, generate income where appropriate and make effective use of the Council's investment resources.

If you are motivated by placemaking, regeneration and the challenge of delivering complex projects that make a tangible difference to people and places, this is a unique opportunity. In this role, you will help shape the future of the Vale of Glamorgan, strengthening how we plan, prioritise and deliver for our communities, and ensuring that regeneration and capital investment leave a lasting, positive legacy.

We look forward to hearing from you.

Marcus Goldsworthy

Director of Place

MJGoldsworthy@valeofglamorgan.gov.uk

Tel: 07976 112326

Head of Regeneration and Strategic Project Delivery

Role profile

■ Job Title	► Head of Regeneration and Strategic Project Delivery
■ Post Reference	► W-P-RS001
■ Grade	► Head of Service
■ Directorate	► Place
■ Location	► Civic Offices & Remote Working
■ Responsible to:	► Director of Place
■ Responsible for:	► The Council's Place based Regeneration service and including the Matrix management of Project teams across Regeneration, Neighbourhood Services, Housing, Transport, Sustainable Communities for Learning and Social Services.

Our values

Ambitious

Forward thinking, embracing new ways of working and investing in our future

What it means to us:

- You look ahead and raise the standard for how we deliver. You bring energy and focus to complex programmes, challenge how things have always been done, and help the organisation make better decisions about where to invest time, money and effort to deliver the greatest impact for our communities.

Why this role matters:

This role is central to how we deliver for our communities.

Across the Vale, we are investing in regeneration, infrastructure and major projects that will shape people's lives for years to come. To make the most of these opportunities, we need to work in a more coordinated, consistent and outcome-focused way across the whole organisation.

This role brings that together. You will strengthen how we plan, prioritise and deliver projects across the Council, while leading regeneration work that creates places people feel proud of, connected to and able to thrive in.

Your work will directly support our ambition in Vale 2030 to build strong communities with a bright future.

Open

Open to different ideas and being accountable for the decisions we take

What it means to us:

- You create clarity and confidence in how projects are prioritised, managed and reported. You are honest about risks, progress and challenges, providing clear advice and transparent information to senior leaders and Members so that decisions are well-informed and trusted.

Role overview:

As the **Head of Regeneration and Strategic Project Delivery** at Vale of Glamorgan Council, you will be the driving force behind transformative place-based regeneration and related programmes and construction projects that align with the Council's strategic vision.

This pivotal role requires not only exceptional project delivery expertise but a keen strategic, organised and commercial mindset to ensure the Council's continued growth and success.

You will play a critical role in driving forward our Economic Development and Regeneration agenda while at the same time improving the Council's effectiveness in capital project delivery, fostering a collaborative approach with key partners and across various departments, and strategically positioning the Council as an innovative leader in project development and delivery.

Strong leadership and a commercial mindset are essential to succeed in this role.

Our values

Together

Working together as a team that engages with our customers and partners, respects diversity and is committed to quality services.

What it means to us:

- You bring people together across services, partners and communities to deliver shared outcomes. You build strong relationships, align priorities and create a sense of shared ownership—recognising that successful delivery depends on collaboration, not control.

Proud

Proud to serve our communities and to be part of the Vale of Glamorgan Council.

What it means to us:

- You care about the difference our work makes to people and places. You lead regeneration and project delivery in a way that creates high-quality outcomes, reflects local identity and helps communities feel connected to, and proud of, where they live.

Job Description:

As the Head of Regeneration and Strategic Project Delivery

you will:

Regeneration:

- Provide strategic leadership for the Council's **place based regeneration agenda**, ensuring regeneration activity delivers against Vale2030, Local Development Plan and wider strategic frameworks, and contributes to sustainable, inclusive and resilient communities.
- Champion a **strong partnership approach** to regeneration, working collaboratively with internal services and external partners across the public, private and third sectors to maximise collective impact, investment and long term outcomes.
- Lead engagement and alignment with **local, regional and national levels of government**, including Welsh Government, UK Government, regional partnership bodies and city and growth deal arrangements, to secure funding, influence policy and ensure programmes align with national priorities and regional ambitions.
- Drive a **placemaking-led approach** to regeneration, ensuring programmes and projects respond to local character and need, integrate land use, transport, housing, public realm, learning, wellbeing and economic development, and deliver high-quality, sustainable places.
- Act as a visible **civic and community leader**, embedding meaningful engagement, participation and co production with residents, businesses and community organisations to ensure regeneration priorities are shaped by local aspirations and deliver tangible community benefit.
- Provide strategic oversight of regeneration strategies, masterplans and delivery frameworks, ensuring they are evidence-led, outcomes focused and integrated across Council services to support long-term social, environmental and economic wellbeing.
- Ensure regeneration activity reflects principles of **integration, collaboration, involvement and long term impact**, strengthening the Council's role as an enabling authority and steward of place.

Project Delivery

- Provide strategic leadership for the delivery of medium to large scale capital projects in line with the Vale of Glamorgan Council's **Vale 2030 plan** and ensuring all projects contribute to sustainable, inclusive placemaking and long term community benefit.
- Lead a coordinated, cross Council approach to project delivery, using matrix management of multi disciplinary teams to strengthen organisational capacity, resilience and consistency, and to ensure alignment across regeneration, housing, transport, learning, wellbeing and economic development functions.

- Take responsibility for the end to end delivery of priority strategic projects, from concept, business case and funding approval through procurement, construction and completion, ensuring effective governance, risk management and delivery of agreed outcomes.
- Work collaboratively with public, private and third sector partners to maximise investment, funding and innovation, ensuring projects support spatial planning priorities, regeneration objectives and the delivery of high quality places for residents and communities across the Vale of Glamorgan.
- Drive continuous improvement in the Council's capital project delivery performance, including master planning and construction, ensuring projects are prioritised effectively, deliver best value, and make a tangible contribution to Corporate Plan commitments and regeneration outcomes.

Strategic Direction:

- Strategic leadership and oversight of all place-based regeneration activity.
- Develop and implement project management strategies aligned with Council's goals.
- Lead the ongoing development and implementation of major projects strategy aligned with the Council's Corporate Plan and placemaking ambitions.
- Develop and maintain a comprehensive project roadmap aligned with needs and aspirations of the Directorate and Council Strategy.
- Ensure effective delivery of projects, developing project management methodologies and processes.
- Identify and pursue opportunities for revenue generation and cost savings.

Financial Management:

- Work directly with the Council's Chief Executive, Director of Place, Head of Finance OM for Regeneration and wider Strategic Leadership Team to develop projects accessing the Council's investment fund.
- Participate in the vetting process for projects, ensuring quality and awareness across all relevant departments.
- Manage multiple projects concurrently, ensuring timely and cost-effective delivery.
- Generate income, meeting an agreed target through commercial project initiatives.
- Collaborate with finance and business development teams to ensure commercial success.

Leadership:

- Provide visible, values led leadership for the Regeneration service and Project Management Unit and associated professional teams, setting a clear strategic direction and ensuring delivery of high quality outcomes aligned to Vale 2030, Local Development Plan and placemaking ambitions.
- Act as a senior corporate leader, working closely with the Director of Place, Strategic Leadership Team and Elected Members to provide assurance on the delivery of strategic capital programmes and to align project priorities with political, financial and organisational objectives.
- Lead, motivate and develop multi disciplinary teams through effective management, coaching and performance oversight, ensuring the Council has the capability, capacity and resilience to deliver complex regeneration and infrastructure programmes.

- Establish and maintain an effective operating model for capital project delivery, ensuring roles, responsibilities, governance and decision making arrangements are clear, proportionate and consistently applied across the Council.
- Foster a strong culture of collaboration, accountability and continuous improvement, embedding the Council's values and behaviours and promoting shared ownership of outcomes across services and partner organisations.
- Build and maintain constructive, trusted relationships with internal and external stakeholders, including senior officers, elected members, delivery partners and funding bodies, providing professional leadership, clear advice and confident challenge where required.
- Champion equality, diversity and inclusive leadership across all teams and projects, ensuring communities, stakeholders and staff are engaged meaningfully, and that regeneration and capital investment delivers fair and positive outcomes.

Compliance and Innovation:

- Ensure compliance with relevant legislation and best practice standards.
- Provide expert advice on development and construction matters to the senior leadership team and elected members.
- Monitor and report on the performance of initiatives, using data to track progress and identify improvement opportunities.
- Keep abreast of emerging trends and technologies, driving innovation and transformation while managing associated risks.

Corporate responsibilities:

- Champion a customer-centric approach in the strategic planning, commissioning, and execution of services, prioritising responsiveness to resident's needs.
- Have functional oversight of defined capital projects working with various officers and teams across the Council.
- Drive service efficiency and effectiveness by identifying opportunities to improve outcomes through collaboration, innovation and partnership working.
- Lead and contribute to the development and implementation of policies, procedures and ways of working that support the Council's objectives.
- Champion equality, diversity and inclusion, ensuring equality of opportunity and Welsh language duties are embedded across the workforce and service delivery.
- Ensure compliance with all relevant legislation, Council policies and procedures, including employee management, health and safety, safeguarding, information governance, equalities, environmental responsibilities, and Financial and Contract Procedure Rules.
- Undertake any other duties commensurate with the role, as required to meet changing organisational needs, without altering the overall purpose or level of responsibility of the post.

Head of Regeneration and Strategic Project Delivery

Person Specification

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Experience



- **Essential:**
 - Significant experience of delivering successful large-scale regeneration projects, including master and business planning, building and construction within a large, complex organisation, ideally at a senior level.
 - Experience of managing internal and external project teams to deliver major projects.
 - Significant experience of project managing mixed discipline teams, demonstrating ability to collaborate and engage with people at different levels.
 - Experience of placemaking as part of major project delivery.
 - Experience of environmental and ethical considerations related to the delivery of projects and the ability to manage associated risks.
 - Strong commercial acumen, with experience of managing budgets and supplier relationships.
- ▶ **Desirable:**
 - ▶ Local Government and/or Public Sector experience.
 - ▶ Experience of working with Elected Members and of dealing with politically sensitive issues.

- **Ascertained by:** ● Application form and Interview

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Knowledge



- **Essential:**
 - Excellent knowledge of project management methodology, with experience of leading large-scale, complex construction projects.
 - Extensive knowledge of relevant legislation and best practice standards in project management, building and construction.
- ▶ **Desirable:**
 - ▶ Knowledge of the current Local Government landscape and the challenges facing Local Authorities in Wales.

- **Ascertained by:** ● Application form and Interview

3 Skills and aptitudes



- **Essential:**
 - A strategic thinker, with the ability to develop and implement innovative strategies that support the achievement of organisational objectives.
 - Strong track record of building and nurturing productive working relationships, able to influence at the most senior levels both inside and outside the organisation.
 - Able to effectively plan and prioritise multiple projects, tasks, and resources to ensure timely and successful project delivery.
 - Proven ability to make informed, timely, and effective decisions.
 - Capacity to evaluate risks and benefits, considering the impact on project outcomes and organisational objectives.
 - Highly effective communication skills, able to influence others with impact and professional credibility, with the ability to communicate complex technical information to non-technical stakeholders
 - The ability to head up a team of professional focusing on the delivery of major projects

- **Ascertained by:** ● Application Form and Interview

4 Qualifications and training



- **Essential:**
 - Degree-level qualification, professional qualification or equivalent significant experience in a relevant discipline such as regeneration, strategic development, surveying, construction, or planning.
 - Relevant Professional membership

- **Desirable:** ► Project Management Qualification

- **Ascertained by:** ● Application form

5 Attitude and motivation



- **Essential:**
 - A positive and proactive attitude towards challenges, demonstrating a can-do mindset in overcoming obstacles.
 - Ability to handle setbacks and challenges with resilience, maintaining focus on project goals.
 - A collaborative attitude, fostering teamwork and building positive relationships with colleagues and stakeholders.
 - Genuine enthusiasm for Placemaking and a passion for contributing to development and regeneration projects.
 - Motivation to consider and integrate environmental considerations in projects.

- **Ascertained by:** ● Interview

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Other (please specify)



- **Essential:**
 - Personal and professional credibility
 - Drive, energy, and enthusiasm to sustain an extensive agenda.
 - Capacity to work outside of normal office hours and attend evening meetings as and when required.
 - Ability to drive/travel throughout the Vale or between locations as appropriate

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- ▶ **Desirable:**
 - ▶ Ability to speak / learn Welsh
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- **Ascertained by:**
 - Application form and Interview
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For more information:

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