Agenda Item No: 4

Meeting of:	**Senior Management Appointment Committee**
Date of Meeting:	**Thursday, 12 November 2026**
Relevant Scrutiny Committee:	**No Relevant Scrutiny Committee**
Item which the Chair has decided is urgent (Part I) **(If yes, why)**	**Not Applicable**
Urgent Decision Procedure Used (15.14 of the Constitution) **(If yes, why)**	Not applicable
Item Type	Part I
Report Title:	Appointment of Director of Environment and Housing
Portfolio Holder:	Executive Leader and Cabinet Member for Performance and Resources
Strategic Leadership Team:	Chief Executive
Lead Officer:	Rob Thomas, Chief Executive

1.0 What is this report about?

1.1 This report asks the Senior Management Appointment Committee to undertake the final stage of the recruitment process for the post of Director of Environment and Housing and determine whether a suitable candidate should be appointed to the role on a permanent basis, in accordance with the recruitment arrangements previously approved by the Committee.

1.2 The Committee approved the commencement of recruitment to the permanent post on 15 October 2026. A competitive internal recruitment process has subsequently been progressed, with final interviews scheduled for 12 November 2026.

1.3 The Committee are asked to consider each candidate's performance in the final assessment, comprising a presentation and competency-based interview, before determining whether a suitable candidate should be appointed.

2.0 What are the Recommendations?

	Recommendations – What and How?	Reason for Recommendation – Why?
2.1	THAT the Committee conducts the final interviews for the post of Director of Environment and Housing and determines whether a suitable candidate should be appointed to the role on a permanent basis.	To enable an appointment to be made in accordance with the Council's Constitution and the recruitment arrangements previously approved by the Committee.
2.2	THAT delegated authority be granted to the Chief Executive, in consultation with the Head of Human Resources and Organisational Development, to complete any remaining employment and contractual arrangements following the Committee's decision.	To conclude the recruitment process efficiently.

3.0 What is the background to this report?

3.1 The Council previously undertook an internal and external recruitment exercise for the permanent post in 2025. The campaign attracted 37 applications, but no candidate was identified to progress to the final Member interview stage and no permanent appointment resulted.

3.2 Following a further internal recruitment process, an appointment was made on an 18-month secondment basis commencing in February 2026.

3.3 On 15 October 2026, the Committee considered the previous recruitment outcomes and the need to secure longer-term leadership stability and approved a further recruitment process for a permanent appointment.

3.4 The Director provides strategic leadership for Neighbourhood Services and Transport, Housing and Building Services, and Shared Regulatory Services, together with oversight of Civil Contingencies. The role is central to the delivery of services that affect daily life across the Vale and the ambitions set out in Vale 2030.

4.0 What issues are there to be considered?

4.1 In accordance with the Committee's previous approval, the post was advertised internally between 19 October 2026 and 31 October 2026. Details of the response and next steps are set out under the Part II report to this Committee. .

4.2 Following assessment against the published role profile and person specification, details of any shortlisted candidates to progress to the final stage before the Senior Management Appointment Committee are set out under Part II.

4.3 The final assessment will comprise a strategic presentation and competency-based interview. It will consider candidates' ability to lead the Directorate on a permanent basis, improve outcomes for communities, make sound decisions within available resources and work collaboratively with elected Members, colleagues and partners.

4.4 Members will be provided with assessment forms to evaluate the presentation and interview consistently against the requirements of the role and the Council's values of Open, Together, Ambitious and Proud.

4.5 Confidential candidate information is provided with the accompanying Part II report to support Members in reaching an informed appointment decision.

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

5.1 The recruitment process has been informed by the approved role profile and person specification, the Council's recruitment and selection procedures and the recruitment arrangements approved by the Committee on 15 October 2026.

5.2 Applications will be assessed against the published requirements of the role. The final presentation and interview will provide further evidence of candidates' strategic leadership, professional judgement, behaviours and ability to deliver lasting improvements for communities.

6.0 What are the next steps if the recommendations are approved?

6.1 Following completion of the final interviews, the Committee will determine whether a suitable candidate should be appointed.

6.2 Subject to the Committee's decision, the successful candidate will be offered the post on a permanent basis, with the remaining employment and contractual arrangements completed in accordance with the Council's Constitution and recruitment procedures.

7.0 How does this report support Vale 2030 and Reshaping?

7.1 Appointment to this post will strengthen the Council's strategic leadership capacity across Environment and Housing, supporting delivery of Vale 2030, Strong Communities with a Bright Future.

7.2 The role will support delivery of:

7.2.1 Well-being Objective 1: Creating great places to live, work and visit

7.2.2 Well-being Objective 2: Respecting and celebrating our environment

7.2.3 Well-being Objective 4: Supporting and protecting those who need us

7.2.4 Well-being Objective 5: Being the best Council we can be

7.3 The role will also support the Council's Reshaping Programme by leading sustainable service improvement, strengthening collaboration across directorates and with partners, and ensuring that people and resources are aligned to the needs of our communities.

8.0 How does this demonstrate the Five Ways of Working?

8.1 Long Term – A permanent appointment will provide stability of leadership and support the sustainable delivery of housing, neighbourhood, transport and regulatory services, alongside the Council's longer-term ambitions for its communities and environment.

8.2 Prevention – The appointment will strengthen leadership capacity to anticipate service pressures, maintain oversight of statutory responsibilities and reduce the risk of disruption associated with prolonged temporary arrangements.

8.3 Integration, Collaboration and Involvement – The role requires leadership across connected services, working with elected Members, colleagues, communities and partner organisations. The assessment will explore how candidates involve others in shaping services and achieve shared outcomes.

Resources

9.0 Finance

9.1 The funding for the post is already included in the Council's budget and is core funded within the Council's employment establishment. No additional funding is required to meet the salary costs. Recruitment expenditure will be met from existing budgets.

9.2 There are no additional financial implications arising directly from this report.

10.0 Workforce

10.1 Appointment to this role will provide permanent leadership for the Directorate, strengthen organisational resilience and support workforce planning and the sustainable delivery of services.

10.2 The role will support delivery of the Council's People Strategy through collaborative and compassionate leadership, staff engagement, leadership development and effective working across the Council.

11.0 Legal and Equalities

11.1 As set out in the report to the Committee on 15 October 2026, a separate Equalities Impact Assessment was not required for these recruitment arrangements. The appointment relates to an existing established post.

11.2 The recruitment and appointment process will be undertaken in accordance with the Council's Constitution, relevant employment legislation, equality duties and senior appointment procedures. Candidates will be assessed against the requirements of the role,

with reasonable adjustments provided where required.

12.0 Key Contacts

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

Lead Officer: Rob Thomas, Chief Executive drthomas@valeofglamorgan.gov.uk	Democratic Services Officer James Langridge-Thomas, Operational Manager (and Statutory Head of) Democratic Services jlangridge-thomas@valeofglamorgan.gov.uk 01446 709457

Appendix

Appendix A – Director of Environment and Housing Recruitment Pack.

Background Documents

Recruitment and Selection Arrangements for the Permanent Appointment to the Position of Director of Environment and Housing, Senior Management Appointment Committee, 15 October 2026.

Director of Environment & Housing

Thank you for your interest in joining the Vale of Glamorgan Council as our next Director of Environment and Housing.

This is an exciting and critical time for the Vale. We are proud to serve a county of vibrant communities, wonderful natural assets, and an ambition to deliver Strong Communities with a Bright Future. But we also face significant challenges: responding to climate change, delivering much needed sustainable housing, tackling inequalities, and providing high-quality services in a context of increasing need, demand and financial pressures. Environment and Housing is at the very heart of this.

From leading our journey towards net zero, to maintaining our parks and coastline, to delivering sustainable housing solutions and keeping our communities safe and healthy, the Director's 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 equity and sustainability, and our belief that working together with our communities is how we achieve lasting change.

If you're ready to lead transformational change and help shape Strong Communities with a Bright Future, we'd love to hear from you.

Interviews will take place week commencing

9th November 2026

About the Vale of Glamorgan Council

Welcome to the Vale of Glamorgan – a county where stunning coastline, vibrant towns, and green open spaces all come together to create a place that's full of life, opportunity and community spirit.

Our communities are growing, changing, and becoming more diverse every year.
From Barry's busy waterfront and town centre to the Victorian seafront of Penarth with its award-winning pier, the heritage coast's sweeping landscapes, the market town of Cowbridge and the heritage and history of Llantwit Major, the Vale is a place of contrasts, charm - and huge potential.

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's our ambition for our organisation and for our wider communities. It's about:

- **Creating great places to live, work and visit**
  through placemaking and regeneration projects that bring life and pride back to our towns and communities.
- **Respecting and celebrating the environment**
  from protecting biodiversity to transforming how we manage waste and recycling.
- **Giving everyone a good start in life**
  ensuring people have safe homes, good services, and strong community connections.
- **Supporting and protecting those who need us**
  tackling inequalities and helping people live healthier, happier and independent lives.
- **Being the best Council we can be,**
  innovating and reshaping how we deliver services in tough financial times.

At the Vale of Glamorgan Council, we're ambitious for our communities. We're driven by our vision of Strong Communities with a Bright Future.



Guided by our values, ***Ambitious, Open, Together, and Proud,*** we're working to create great places to live, work and visit. We're committed to protecting our environment, supporting those who need us most, and delivering services that truly make a difference.

As our Director of Environment and Housing, you'll be right at the heart of this mission. This role shapes how the Vale looks, feels and thrives—today and for the future.

From keeping our parks, beaches and streets clean and safe, to delivering sustainable and affordable homes, your work will touch every community. You'll lead projects that help us reach net zero, protect our coastline, and build communities where people feel connected and proud to call home.

Our Environment and Housing Directorate covers three key areas:

- **Neighbourhood Services and Transport**
- **Housing and Building Services**
- **Shared Regulatory Services, delivered in partnership with Cardiff and Bridgend**

Together, these services involve over 700 dedicated staff. Every day, they maintain our highways and open spaces, collect waste and recycling, manage the leisure service, support public transport, and deliver vital housing services. They also protect public health through environmental health, trading standards, licensing, and community safety.

Our Shared Regulatory Service run in collaboration with our neighbours at Cardiff and Bridgend Council's, is the only one of its kind in Wales delivering essential environmental health services at the lowest cost per head in the principality.

We're proud of what we've achieved so far, like Wales's first net zero schools and transforming how we recycle. We are a Council with one of the highest recycling rates, in a country that has one of the highest recycling rates in the world. We have retained our Council housing stock and are building momentum in delivering more homes to those who need them the most.

You will build on strong foundations and the progress already made.
But there's more to do.
We're looking for a dynamic, emotionally intelligent leader who shares our determination to keep improving the Vale for everyone.

You'll be a visible leader who connects with residents, champions innovative ways of delivering services, and places communities at the centre of decision-making. You'll help us co-produce services with local people, develop creative partnerships, and bring placemaking to life in our towns and villages.



Placemaking and the management of place is at the heart of this role. You'll embed its six principles in all your decisions:

- **People and Community**
  Shaping services around people's lives and aspirations
- **Location**
  Strengthening connections and making the best use of land.
- **Identity**
  Valuing our heritage, culture, and unique local character.
- **Movement**
  Putting walking, cycling and public transport first.
- **Mix of Uses**
  Creating lively, multi-purpose places.
- **Public Realm**
  Designing safe, welcoming spaces for everyone to enjoy.

This is your opportunity to build on solid foundations, leading services that reflect our values and contribute to delivering plans already making a real difference to people, places, and the environment we're proud to call home.

If you're looking for a role where your leadership can transform lives, there's no better place than the Vale of Glamorgan.



Our values

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

At the Vale of Glamorgan Council, our values are more than words, they guide everything we do. They shape how we work with each other, with our communities, and with our partners.

As we look to the future through Vale 2030, these values drive how we build Strong Communities with a Bright Future. They're essential for this role as Director of Environment and Housing, which sits right at the heart of delivering sustainable, thriving communities.

Ambitious:



We're forward-thinking and always looking for new ways to deliver better outcomes for our residents, partners, and communities. We invest in our people, our places, and our relationships because we're ambitious for the Vale of Glamorgan.

In this role, being ambitious means:

- Championing innovation and leading action on climate and nature to build sustainable, thriving communities.
- Finding new ways of working to meet residents' needs, even when times are challenging.
- Striving for excellent services and continuously improving how we work.
- Setting high standards and using clear data to drive performance.
- Embracing digital tools to enhance service delivery and transparency.
- Shaping services in response to local priorities, collaborating with communities, partners, and businesses to create successful places.

Open:



We believe in transparency and clear communication. We share information, listen actively, and encourage new ideas. By being open, we build trust and ensure everyone has a voice.

In this role, being open means:

- Promoting clear, honest communication with staff, residents, and partners.
- Sharing real-time data to keep people informed about services.
- Publishing service standards that communities have helped shape.
- Learning from feedback and using it to improve how we deliver services.
- Showing how community engagement and consultation lead to real change.
- Welcoming new ideas and exploring innovative ways to improve services.
- Using a range of communication channels to keep people informed and connected.

▶ Together:



We believe we achieve more when we work together. Collaboration sits at the heart of our success, and we value strong relationships with colleagues, communities, and partners

In this role, working together means:

- Leading effective partnerships with elected members, communities, regional bodies, and national organisations.
- Practising collaborative leadership and involving colleagues and partners in key decisions.
- Maintaining positive relationships with Trade Unions and engaging them in workforce discussions.
- Leading major projects that bring benefits to the Vale's communities.
- Driving high performance across services while looking after staff well-being.
- Building skilled, motivated teams who deliver great services.
- Supporting good morale and clear standards.
- Championing diversity and striving for a workforce that reflects the Vale's communities.

▶ Proud:



We are proud to serve the Vale of Glamorgan and its people. We take pride in our achievements, our services, and our communities. We celebrate our successes and recognise the hard work of our colleagues who make a difference every day.

In this role, being proud means:

- Promoting civic pride and helping communities celebrate their identity and achievements.
- Inspiring pride in public service, environmental excellence, and placemaking.
- Being a confident, visible leader and a role model for staff and the community.
- Supporting staff to take pride in their work and seek ways to improve.
- Encouraging innovation and recognising creative solutions.
- Representing the Council with energy and enthusiasm, sharing successes to build our reputation.
- Striving for excellence and ensuring staff feel valued and recognised.

By living our values of *Ambitious, Open, Together, and Proud,* we create a workplace built on trust, respect, and collaboration. These values are not only about how we work internally - they define how we engage with our residents, partners, and communities. As our Director of Environment and Housing, you'll play a key role in bringing these values to life, helping us build strong connections and deliver meaningful outcomes for everyone in the Vale.

Our future plans

A note from the Chief Executive

Dear Candidate

The Vale of Glamorgan is a unique and vibrant place, where coast, countryside and communities come together to create something truly special. As a Unitary Authority, we are proud of our reputation for excellence and innovation, and we remain ambitious for our future.

Our vision for the Vale is "Strong Communities with a Bright Future." It's more than just words - it's a commitment to working openly and collaboratively with residents, partners and communities to create thriving places and improve people's lives. This vision has guided us through significant change, and it continues to shape how we transform our organisation to be fit for the future and responsive to the needs of all our residents.

We are seeking a new Director of Environment and Housing. This is an exciting and pivotal opportunity to join the Council's Strategic Leadership Team as we deliver on the ambitions set out in Vale 2030, our new Corporate Plan.

Vale 2030 sets out five well-being objectives that are both ambitious and essential. They reflect our commitment to:

- **Creating great places to live, work and visit**
- **Respecting and celebrating our environment**
- **Giving everyone a good start in life**
- **Supporting and protecting those who need us**
- **Being the best Council we can be**

Achieving these goals will require continued innovation, transformation, and a focus on partnership working. That is why the next phase of our Reshaping and Transformation Programme has been co-designed alongside Vale 2030, ensuring our efforts are aligned with what matters most to our communities. Vale 2030 sets out precisely what we want to achieve over the next five years. Our Reshaping programme is our 'road map' of how we are going to achieve our objectives in a world that is continually and rapidly changing.

VALE of GLAMORGAN
BRO MORGANNWG

As we move into the next phase of our transformation and reshaping programme, there is much to do – with significant challenges but also exciting opportunities. It is within this context that you will join us at a pivotal time as our new Director of Environment and Housing.

You will have the chance to influence and shape the future direction of our services – from maintaining our position as leaders in waste and recycling, to expanding our successful Council house building programme so that all our residents have access to safe, secure, and sustainable homes.

Alongside this, you will play a key role in delivering our Placemaking Plans for our four main towns, helping to create vibrant, distinctive places and building stronger connections between people and the communities they call home.

Alongside me as Chief Executive, you will work closely with the Strategic Leadership Team, which includes:

Tom Bowring	▶ Director of Corporate Resources
Lance Carver	▶ Director of Social Services
Marcus Goldsworthy	▶ Director of Place
Liz Jones	▶ Director of Learning and Skills
Victoria Davidson	▶ Head of Legal & Democratic Services / Monitoring Officer
Matt Bowmer	▶ Head of Finance / Section 151 Officer
Tracy Dickinson	▶ Head of Human Resources & Organisational Development
Nickki Johns	▶ Head of Digital

We are looking for an individual who shares our values: **Ambitious, Open, Together, Proud.**

Someone who can bring fresh thinking, political awareness, and the ability to build strong partnerships to tackle the opportunities and challenges ahead.

If you are passionate about public service and excited by the prospect of delivering real and lasting change for our communities, I would be delighted to hear from you. Please feel free to get in touch for an informal conversation about this role and the future we are shaping here in the Vale.

Together, we can deliver strong communities with a bright future.

Rob Thomas
Chief Executive, Vale of Glamorgan Council

drthomas@valeofglamorgan.gov.uk

Tel: 07976 112 338

Director of Environment & Housing

Role profile

Job Title	**Director of Environment and Housing**
Post Reference	**E-ENV/HSG-AA001**
Grade	**Director**
Directorate	**Environment & Housing**
Location	**Alps Depot, Wenvoe and Remote Working**
Responsible to:	**Chief Executive**
Responsible for:	**Neighbourhood Services and Transport, Housing and Building Services, Shared Regulatory Services and Civil Contingencies.**

Role overview:

At the Vale of Glamorgan Council, we are committed to delivering our vision of Strong Communities with a Bright Future, guided by our values of being Ambitious, Open, Together, and Proud.

The Director of Environment and Housing provides strategic leadership across a diverse and high-profile portfolio of services that are central to daily life in our communities and to achieving our corporate objectives.

The Directorate covers 3 service areas:

- **Neighbourhood Services and Transport**
- **Housing and Building Services**
- **Shared Regulatory Services, delivered in partnership with Cardiff Council and Bridgend County Borough Council**

Together, these areas employ over 700 staff and deliver a wide range of statutory and non-statutory services.

Our values

Ambitious

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

What it means to this role:

- Lead innovation and climate action to build sustainable communities.
- Find new ways of working to meet residents' needs despite challenges.
- Strive for excellence and continuous improvement in all services.
- Embrace digital tools and innovation to enhance service delivery and transparency.
- Developing services that are informed by local insights and shaped in partnership with communities, businesses, and other stakeholders.

Open

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

What it means to this role:

- Promote transparency and clear communication.
- Share real-time data and service standards shaped with communities.
- Learn from feedback to improve services.
- Embrace new ideas and innovation.
- Keep residents informed through diverse media channels.

The Directorate is responsible for:

- Managing and maintaining the Council's highways, open spaces, and coastal infrastructure
- Waste collection, recycling services, and environmental management.
- Indoor and outdoor leisure services and community facilities
- School and community transport services and active travel enhancements to promote modal shift
- Housing development, management and maintenance, homelessness services, and housing strategy
- Public protection, environmental health, trading standards, licensing, emergency planning, and community safety

The Director will lead these services to ensure they are high-quality, customer-focused, and sustainable, aligned to Vale 2030 priorities such as placemaking, environmental sustainability, community well-being, and service transformation.

Our values

Cont..

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 this role:

- Lead partnerships with elected members, communities, and regional and national bodies.
- Practise collaborative leadership and involve others in key decisions.
- Work in partnership with Trade Unions to ensure staff voices are heard and valued.
- Lead major projects that deliver community benefits.
- Drive performance while supporting staff well-being and attendance.
- Build skilled, motivated teams with strong morale and discipline.
- Champion diversity, reflecting the Vale's communities in our workforce.

Proud

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

What it means to this role:

- Inspire pride in public service, environmental excellence, and placemaking.
- Lead confidently and visibly, acting as a role model for staff and communities.
- Develop staff to take pride, innovate, and improve services.
- Represent the Council energetically, showcasing achievements to enhance our reputation.
- Strive for excellence and ensure staff feel valued and recognised.

Job Description:

As Director

You will model the Council's culture and live our values of being Ambitious, Open, Together and Proud. You'll bring strong people skills, emotional intelligence, and adaptable leadership to guide diverse teams and deliver excellent results. You'll have experience leading large, varied services and delivering major projects, both directly and with partners. You'll create an environment where staff are empowered to innovate, make decisions, and lead service transformation.

Strategic Leadership

- Provide visible, values-led leadership for the Directorate, contributing actively to the Council's Strategic Leadership Team..
- Be at the forefront of delivering the objectives of Vale 2030 both within the Directorate and beyond.
- Deliver services sustainably and in line with the Medium-Term Financial Plan.
- Drive the Reshaping Programme to improve efficiency and achieve better outcomes for our communities.
- Play a leading role in key strategic priorities such as Project Zero (decarbonisation), climate resilience, net zero housing, community safety, emergency preparedness, and placemaking to create inclusive public spaces.
- Co-create services with local communities, partners, and businesses, ensuring they reflect the unique needs and aspirations of the Vale.

Stakeholder Engagement

- Act as a trusted advisor and collaborative partner to elected members, communities, and regulators.
- Engage residents, businesses, and communities in shaping plans and place public participation at the heart of service delivery.
- Work with a diverse range of partners to deliver frontline services efficiently and maximise value for communities.
- Collaborate with statutory partners, in both Civil Contingencies and Community Safety, to reduce risks, enhance community safety, and protect residents.
- Partner with housing resident groups to improve the standards of public housing and strengthen local communities.
- Ensure all tenants and those seeking housing are treated with respect, dignity, and fairness.
- Collaborate with businesses as a Trusted Partner to provide expert guidance on environmental health, and health and safety.

Performance and Service Delivery

- Drive high performance across all service areas, embedding a culture of continuous improvement, innovation, and equity.
- Manage budgets effectively in line with the Medium-Term Financial Plan, ensuring income collection and responsible spending.
- Lead major operational and capital programmes covering housing, infrastructure, environment and waste.
- Maintain oversight of key statutory services and risks, including emergency planning, housing need, flood prevention and regulatory enforcement, ensuring full compliance with all statutory responsibilities across the various service areas.
- Meet statutory waste management targets and drive continuous improvement.
- Develop and deliver on a Directorate Plan and other relevant Strategies, Policies and Procedures to provide a consistent direction for all services and aligns with Vale 2030
- Monitor performance data, benchmark services, and drive improvements to achieve the best possible outcomes with available resources.

People and Culture

- Foster a positive, inclusive, and high-performing culture that lives our values.
- Maintain strong, collaborative relationships with Trade Unions on workforce matters.
- Champion leadership growth, succession planning and staff engagement across the Directorate.
- Ensure regular and informative staff meetings and toolbox talks across all service areas to provide a conduit for two-way information to flow.
- Empower staff to make decisions, encouraging learning, innovation, and continuous improvement.
- Maintain high morale and well-being, balancing performance and healthy attendance.
- Manage employee relations matters fairly to support a safe and effective workforce.

Governance and Resources

- Be accountable for Directorate-wide financial management, ensuring effective and sustainable use of resources.
- Ensure compliance with legislation, policies, and the Well-being of Future Generations Act.
- Ensure compliance with all internal and external audit requirements and ensuring that systems and operating procedures are robust.
- Attend all Council Meetings as necessary and lead on the Joint Working Agreement for Shared Regulatory Services (SRS), and the SRS Board and Joint Committee.
- Contribute actively as part of the Strategic Leadership Team.
- Engage in regional resilience planning through the Executive Meetings of the South Wales Local Resilience Forum.
- Chair the Safer Vale Partnership to support community safety and well-being.

General Duties:

- Show vision and initiative in reshaping services for long-term success.
- Seek new ways to improve services through placemaking, partnerships, and collaboration.
- Help develop and implement policies and practices that support Council objectives.
- Ensure equality, diversity, and inclusion are embedded across all services.
- Maintain compliance with Council policies, laws, and regulations across all areas of responsibility, including those related to the management of employees, health and safety, customer relations, safeguarding, information, equalities, the environment, and those specifically set out in Financial and Contract Procedure Rules.
- Perform any additional duties required by changing circumstances, consistent with the level and nature of the role.

Person Specification

1 Experience



Essential

- Experience in planning, commissioning, and ensuring high-quality, customer-focused services.
- Experience successfully leading & managing large, multi-disciplinary staff groups.
- Experience managing significant service transformation and change.
- Proven experience leading large-scale public services with complex statutory responsibilities.
- Significant experience in financial and performance management to ensure sustainable and efficient service delivery.
- Track record of driving transformation, innovation, and continuous improvement.
- Significant experience of building partnerships, particularly across housing, environment, transport, and regulatory services.
- Experience working directly with elected members and navigating political governance processes.

Desirable

- Experience of service and asset transfers to Town and Community Councils and voluntary organisations.
- Experience in delivering Regeneration projects.,

Ascertained by:-

- Application form and Interview

2 Knowledge



Essential

- Strong understanding of local government operations, legislation, and statutory responsibilities, particularly across housing, building maintenance, highways, waste, coastal management, parks, environmental health, and regulatory services.
- Good knowledge of how local government is funded and how to deliver sustainable services amid financial pressures.
- Knowledge of the Well-being of Future Generations (Wales) Act and its practical application in planning and service delivery.
- Understanding of placemaking principles and how to apply them to create thriving, inclusive communities.
- Awareness of equity, social justice, and the needs of diverse communities in shaping services and policies.

Desirable

- Knowledge of the Renting Homes (Wales) Act 2022.
- Knowledge of the Highways Act 1980 and the Road Traffic Act 2004.
- Knowledge of the Bathing Waters Regulations 2013.

Ascertained by:-

- Application form and Interview

3 Skills and aptitudes



Essential

- Excellent leadership skills, able to motivate, engage, and inspire diverse teams.
- Strategic thinker with the ability to translate vision into practical action.
- Strong communication and interpersonal skills, with the ability to influence, build partnerships, and manage complex stakeholder relationships.
- Politically astute, with sound judgment in high-profile or sensitive public contexts.
- Skilled in performance and financial management, able to plan, allocate resources effectively, and manage large and complex budgets.
- Role model for inclusive and compassionate leadership, cultural change, and staff well-being.
- Confident in encouraging, leading, and managing both front-line and office-based staff to ensure well-being and high performance.
- Financially astute and risk-aware, balancing innovation with sound financial decision-making

Ascertained by:- Interview

4 Qualifications and training



Essential

- Degree/L7 Qualification or equivalent experience
- Evidence of continued professional development

Desirable

- Relevant professional qualification related to the service areas of the role (e.g. housing, environmental health, engineering, regulatory services).
- Leadership or management qualification, ideally at a higher level and relevant to local government.
- Project management qualification (e.g. PRINCE2, APM).
- Health and safety qualification (e.g. NEBOSH).

Ascertained by:- Application form

5 Attitude and motivation



Essential

- Passionate about public service and improving outcomes for communities.
- Highly motivated leader who acts as a positive role model for colleagues and partners.
- Adaptable and flexible in responding to challenges and change.
- Inspiring and engaging leader who empowers teams to achieve high performance.
- Innovative and open to challenging the status quo to drive improvement and deliver strategic goals.
- Committed to living and promoting the Council's values of being Ambitious, Open, Together, and Proud.

Ascertained by:- Application form and Interview

16 Other (please specify)

Essential	Strong personal and professional credibility.
	Motivation and commitment to deliver a wide and demanding portfolio of work.
	Willingness and flexibility to work outside normal office hours, including evenings, when required, with reasonable adjustments considered.
	Ability to meet work-related travel requirements across the Vale of Glamorgan, with reasonable adjustments considered where needed.
Desirable	Ability to speak or learn Welsh

For more information:

Email: gemwilliams@valeofglamorgan.gov.uk
Call: 07933 386040

Visit: www.valeofglamorgan.gov.uk
Follow: Vale of Glamorgan Council on Facebook