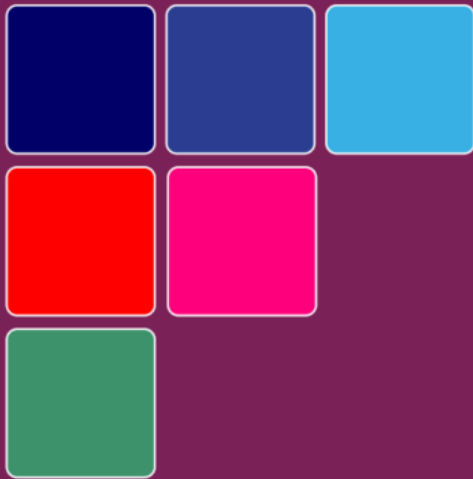


# Director – Development and Regulation



## DMBC Operating Model 2024 - Vision:

A community-focused, financially resilient, collaborative, and sustainable council delivering the services required to support and meet the essential needs of residents, businesses, and the local economy.

*Case for Change July 2024*

## Our Values:

Our values describe what we stand for and how we operate, and we expect our values to be lived and role-modelled throughout our organisation.



...we will be one council, building an effective and dynamic organisation

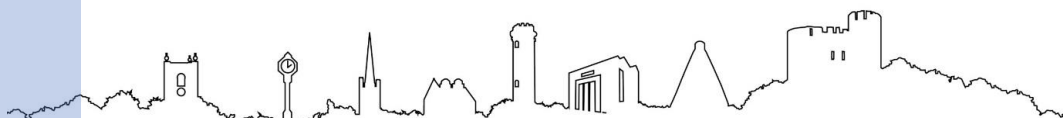
(to be updated 2025)

## Our directors:

Play a pivotal role in Dudley Council's comprehensive recovery and transformation programme through drive and leadership that supports our business, our workforce, and our residents.

Take collective accountability for the achievement of corporate priorities and outcomes within agreed resource and time frames, the directors contribute to leading the organisation, provide strategic oversight and are accountable delivery across a range of functions

Ensure teams take a responsive, resident focused approach and will ensure collaboration to operate as 'one council'.



**Job title:** Director – Development and Regulation

**Grade/Salary:** Chief Officer 2: £118,000 - £130,000

**Reports to:** Group Director – Housing and Assets

**Post Number:** PL392

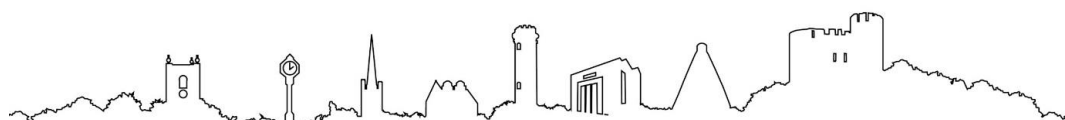
**Purpose:**

1. Responsible for any statutory functions within remit.
2. Member of the Council's senior leadership team, drive transformation within the Development and Regulation functions maximising use of technology/automation and cultivate a high-performance culture focused on continuous improvement, efficiency, and improved customer experience and choice.
3. Support the development and delivery of the Council Improvement Programme, implementation of the new operating model, and ensure all transformation workstreams have clear deliverables to modernise service delivery.
4. Champion evidence-based decision-making, robust financial management, and model effective leadership behaviours and accountabilities underpinned by adherence to the Nolan Principles, while articulating a compelling vision for change.
5. Lead the Acquisitions, compliance & maintenance and regulatory functions ensuring collaboration internally and across the Council and delivering key priorities aligned with our vision.

**Responsibilities:**

1. Provide strategic and operational advice to the Chief Executive, Group Directors, and senior leadership team, ensuring all guidance aligns with core objectives.
2. Develop and implement strategies for service areas, translating corporate goals into actionable plans which are underpinned by clear benefits realisation deliverables.
3. Identify and address opportunities and challenges with innovative solutions to enhance community and business outcomes.
4. Take collective responsibility for driving transformation through the Council's new operating model and fostering a workforce adaptable to new working methods.
5. Accountability and leadership for: -

Acquisitions, Compliance & Maintenance	Regulatory
Acquisitions, disposals, and new build programmes	Leadership of: Development control [LPA],
Legal and technical compliance across Housing Revenue Account (HRA), including compliance with Regulator of Social Housing Consumer Standards, Safety and Quality Standard and compliance across all Council assets	Trading Standards, Food Safety, Environmental Health,
Professional lead for multidisciplinary and technical teams - e.g., surveyors, architects, engineers	Licensing (alcohol, taxis, premises, etc),
Planning and delivery of all capital build programmes and manage end-to-end delivery of	Health and safety Noise and nuisance



construction and property-related programmes with responsibility for resource planning, contractor performance, and service continuity	
Maintenance, repairs, refurbishments, and operational facilities services	Private sector housing
Building safety and control –oversee the building control function and act as responsible person under the Building Safety Act (commissioning, construction quality, and statutory compliance).	Tree Preservation Orders
Disabled facilities grants – capital works	All enforcement except parking

6. Support the Group Director to craft and deliver creative and innovative solutions to improve long term performance, effectiveness and efficiency, ensuring the Housing and Assets functions meet the highest standards of governance and delivery.
7. With the Chief Executive and Group Directors take a lead role to:-
  - a. Craft and deliver creative and innovative solutions to improve long term performance, effectiveness and efficiency, ensuring all Council functions are supported to meet the highest standards of governance and delivery.
  - b. Develop and nurture strategic partnerships and relationships with private sector organisations, regional bodies, public & voluntary sector, government and other stakeholders
  - c. Provide advice and insight to senior leaders and Members and other key decision makers, providing tactical guidance to meet Council objectives.
8. Lead, drive and transform the Development and Regulatory functions, functions maximising the use of technology and innovation to drive integration; business process redesign; self-service and modernisation, to reduce overheads, create value for money, enhance the customer experience and empower staff to innovate to meet tenant need.
9. Implement an effective operating model for the Development and Regulatory functions (in partnership with the Director for Transformation) and take a continuous improvement approach to reform and change to deliver sustainable, high-quality, high-performing joined-up services with a strong focus on team working and effective governance.
10. Manage designated budgets, ensuring performance management systems are in place to optimise resources and income.
11. Ensure compliance with legal and regulatory standards and promote transparency and ethical standards.
12. Participate in corporate resilience, emergency planning, and business continuity. Build effective relationships and partnerships with stakeholders and partners.
13. Develop clear long-term strategies and business plans to support the Council Plan, with governance, performance monitoring, and innovation.
14. Ensure adherence to health and safety policies and legal obligations under the Health and Safety at Work Act 1974 (or relevant local legislation) including Monitoring compliance with legislation, internal policies, and industry standards.

### Special conditions:

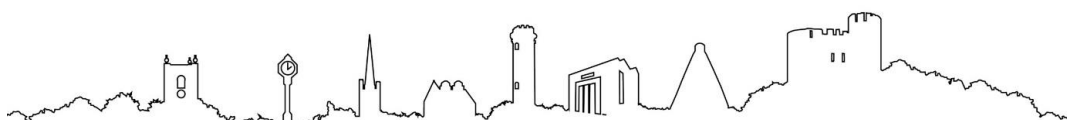
This post is politically restricted.

This post may be subject to the DBS checking process.

Driving Licence will be subject to checking with the DVLA. It is a council requirement to have business use car insurance and a valid MOT certificate (for cars over 3 years old).

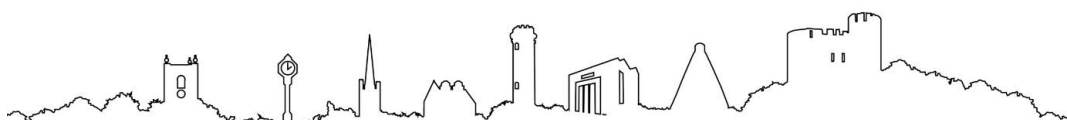
Prepared by Chief Executive

Date 30<sup>th</sup> April 2025



## Person specification - essential criteria:

Qualifications and experience	
1.	Degree level, equivalent education and/or strong evidence of working practice in the appropriate fields and level of role.
2.	Holds a recognised professional qualification
3.	Evidence of continuing professional development
4.	Proven experience in large scale design and delivery of transformational change
5.	Proven success in managing large scale acquisitions, planning initiatives or regulatory services
6.	Strong experience, at a senior level gained in a large, complex, multidisciplinary organisation of senior strategic leadership achievement and experience of consistently developing strategies and translating them into effective operational delivery plans
7.	Strong relevant management experience at a senior level in a local authority or other large organisation with experience of successfully delivering high levels of customer service in a multi-functional environment
8.	Record of achievement in identifying and effectively managing the risk inherent in the delivery of operational services
9.	Experience of service redesign and defining services standards and proven track record of delivering customer-focused services in a complex environment.
10.	Demonstrable experience of ensuring high levels of probity, transparency and governance/standards in public life
11.	Proven success in leadership and management of a range of services with multidisciplinary teams to achieve high performing and significant, sustainable service improvements and outstanding results leading to improved outcomes for service users
Skills and abilities	
12.	Comprehensive understanding of statutory and regulatory frameworks related to planning, building control, and regulatory services
13.	Visionary and forward thinking, with a passion for sustainable development and regulatory excellence
14.	Proven commitment to public service and the ability to champion equality diversity and inclusion and embedding these as core values
15.	Successful track record in the management of large staff groups and motivating them to achieve change in new ways of working



16.	Proven ability to lead by example, act with integrity in alignment with the Council's professional standards, values, and behaviours, consistently modelling these attributes
17.	Politically astute, acting in line with the Nolan principles in public life
18.	Proven ability to work effectively in partnership with a wide range of internal and external bodies and able to lead and drive collaboration
19.	Proven ability to exhibit skills, tact, diplomacy, persuasion, negotiation, advocacy, and assertiveness and to adapt personal style as required
20.	Excellent relationship management skills, capable of working effectively with members and displaying a high level of political awareness.
21.	Visible, approachable and accountable for self and others, seeing errors as opportunities for learning.
22.	Driven and self-motivated with a clear sense of purpose
23.	Capable of anticipating and influencing changes to meet service needs, demonstrating both resilience and tenacity under pressure.
24.	Flexible, responsive and resilient to changing demands and priorities
25.	Aware of own strengths and areas needing improvement, with a commitment to addressing these areas.

