PERSON SPECIFICATION

Job Title: Director of Regeneration   **Grade:** JNC

Directorate : Housing, Regeneration & Environment

S: criteria for shortlisting

Equal Opportunities	To demonstrate a knowledge of equalities and diversity policies and how these influence service delivery	S
Knowledge and Experience	Substantial experience of housing development, regeneration and place making	S
	Comprehensive knowledge of the environmental and regeneration issues facing the borough.	S
	Excellent understanding of the political interface in a local authority and the role and needs of elected members	S
	Track record of successfully leading delivery of major housing / regeneration programmes	S
	Senior management experience of leading, managing and motivating multi disciplinary teams to achieve high performance	S
	Substantial partnership working with a range of internal and external organisations to deliver common objectives	S
	Experience at senior management level and understanding of the issues facing the management of a public sector organisation in the current climate.	S
	Significant experience of advising on housing and regeneration strategy and policy for a large organisation, including planning at a corporate level and across agency boundaries	S
	Significant involvement in developing budgets and funding strategies, monitoring and financial management and control.	S

Behaviours, Skills and Abilities	Ability to plan and work towards a long term strategic vision for Lewisham and translate that vision into reality.	
	A creative and imaginative approach to housing development, regeneration and place making, able to act strategically and develop creative and innovative solutions	
	A strong and highly motivated leader with energy and credibility who commands the confidence of Members, senior managers, colleagues and partner and stakeholders	
	Ability to lead, coach, inspire and empower others to achieve their personal and organisational goals.	
	Ability to build high achieving teams and relationships and achieve results through others	
	Highly developed analytical and interpretation skills enabling judgements on a range of frequently highly complex and often conflicting facts and circumstances	
	Strategic thinker, able to develop strategy and initiate and evaluate changes in policy and procedures.	
	Highly motivated, engaging and confident decision maker, able to enthuse, motivate and influence others.	
	Commands authority and is able to work with and win Members' trust.	
	Able to establish effective and productive working relationships with both colleagues and external stakeholders.	
	Able to act both corporately and collaboratively	
	A creative and imaginative approach to the management of capital and assets balanced with the ability to manage risk effectively.	
Personal Qualities	Strong personal commitment to improving local public services A strong commitment to probity, honesty and openness, treating people consistently, fairly and with respect To be persistent, tenacious, highly motivated and not easily discouraged Inclusive and supportive team player Personal authority and stature to lead by example, achieve successful outcomes and able to act firmly and decisively To work in a flexible, adaptable manner and to act with discretion and tact at all levels of contact	