

# CANDIDATE BRIEFING PACK

## Corporate Director Climate and Environment

Prepared for London Borough of Islington Council

September 2024



Penna

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## Welcome Letter

Dear Candidate,

Thank you for your interest in the positions of Corporate Director of Homes and Neighbourhoods and Corporate Director of Climate and Environment at Islington Council. We are thrilled to welcome leaders who are passionate about making a tangible difference in our community.

At Islington Council, we are driven by our vision to create a more equal future. These are not just words; this is a deeply held purpose and it is felt across the whole organisation, by our members and by our partners. Our Islington Together 2030 plan outlines this bold vision. We want to create an Islington where everyone can thrive, access help and support when needed, and live sustainable, happy, and healthy lives. We have set ourselves five key missions to achieve this and we need leaders who bring passion and creativity, who can champion this vision to deliver the best possible outcomes for our residents, our communities and our Borough.

We are driven by our values: collaboration, ambition, resourceful and empowerment. They spell CARE for a reason, and you will be joining an organisation passionate about creating a more equal future and in challenging inequality.

So, what are we looking for in our new Corporate Directors?

We are looking for individuals who exhibit strong corporate leadership, who can see possibilities and solutions, who can leverage their expertise across the Council and beyond their professional backgrounds to enhance outcomes for our residents.

We seek those who share their leadership and expertise, who step into spaces to take ownership of issues and problems, who can hold up the mirror, and are comfortable having those necessary, sometimes uncomfortable conversations.

We value candidates with a strong track record of delivery and the ability to work at pace. Your ability to collaborate effectively will be crucial in driving our vision and missions forward.

We value flexibility, innovation and creativity, along with understanding the importance of governance and getting the basics right.

We are looking for individuals who bring energy to problems and can identify solutions. Proactivity and leading by example are key traits we admire along with ensuring a strong resident experience. Whether it's calling up a disgruntled resident or coordinating a tough meeting with residents to resolve their issues, these are the examples of leadership we want to see.

Our ideal candidates enable and facilitate others, recognising the value in creating spaces for our partners, communities, and colleagues to come together. It's important to see the value in working through others rather than doing everything ourselves.

We believe in starting with our residents, understanding their needs, and planning collaboratively. We focus on our missions and outcomes, design informed by data and insight, and empower others to achieve our collective goals.

If you believe you embody these qualities and are ready to make a significant impact, we encourage you to apply. We look forward to potentially welcoming you to our team and working together to create a better future for Islington.

With best wishes,

**Victoria Lawson**  
**Chief Executive**

## Advertisement

### Corporate Director Climate and Environment

#### Islington Council

**Salary: £128,704 to £154,390**

Islington is a borough committed to shaping a more sustainable and green future for its community. As we work towards delivering our 2030 vision, we are committed to creating neighborhoods that embrace sustainability and innovation towards becoming net zero. Beyond the delivery of key environmental services to our community, our Net Zero Carbon Programme is driving sustainable change in the borough, including improving energy efficiency from all buildings and infrastructure, reducing transport emissions, driving sustainable and affordable energy generation supply, fostering a green economy and promoting a natural environment via waste reduction and recycling. Investing in our green spaces and keeping our borough clean and green will ensure everyone can live a healthy life.

**As a Corporate Director of Climate and Environment**, you will work directly with our Chief Executive and with Islington's senior leadership team. Your role will be to lead the Climate and Environment Directorate and take strategic responsibility for all its services, including environmental services, parks, green and natural spaces, leisure, and strategies towards the goal of being net zero by 2030. We need someone who can think innovatively and creatively to address the climate challenges in Islington while also nurturing strong partnerships within the Council and with key external partners.

Are you ready to drive change and innovation? For more information about the role please visit <https://execroles.penna.com/> and apply.

For a confidential discussion, contact **Pete John**, [pete.john@penna.com](mailto:pete.john@penna.com), at 07701305617, **Bruna Varante**, [bruna.varante@penna.com](mailto:bruna.varante@penna.com), at 07858 306725, or **Zara Bruton**, [zara.bruton@penna.com](mailto:zara.bruton@penna.com), at 07743980867.

**Closing Date:** Midnight Sunday 29th September 2024

#### Appendices

Appendix 1 – [Islington Together 2030 Plan](#)

Appendix 2 – [Islington Together: Next Steps](#)

Appendix 3 – [2030 Delivery Plan](#)

# Job Description

## Corporate Director Climate and Environment

**Service area:** Climate and Environment

**Grade:** CO1

**Reports to:** Chief Executive

**Your team:** Director of Climate Change and Transport, Director Environment and Commercial Operations.

### Our Mission

We are determined to create a more equal Islington, where everyone who lives here has an equal chance to thrive.

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out 'CARE', which is what we think public service is all about.

[Watch our video](#) to hear more about our mission and how you can help us achieve it from the Leader of the Council, Cllr Kaya Comer-Schwartz.

### Key responsibilities

- Lead the Climate and Environment Directorate and take strategic responsibility for all its services and building strong partnerships within the Council and with our key partners.
- Lead on innovative approaches to address the climate challenges in Islington, pursuing alternative investment and delivery models in line with council ambitions ensuring the effective engagement and co-design of services with our residents, communities, businesses and borough partners.
- Ensure the Council's environmental priorities are embedded and understood across the council and its range of local and national partners.
- Lead our environmental operations services and ensure that these highly visible services are performing to the high standard our residents expect and deserve. Ensure that services reflect customers' changing needs whilst also being efficient, cost effective and continuously improving.
- Lead our greener and healthier ambitions for Islington through our parks and leisure services, engaging with our residents, voluntary and community sector and health partners. Ensure the robust management of our leisure contract to support our ambitions.
- Deliver our natural environment ambitions for 50% greenspace and an increased 1.5 hectares of additional greenspace through our parks and natural environment teams.
- Ensure our climate change and transport services deliver on our ambition to be net zero by 2030, engaging with departments and services across the council to deliver the strategy.
- Lead the development, promotion and delivery of effective partnership working arrangements across the council and with relevant partners and agencies, embedding a focus on civic pride, climate action and climate resilience.
- Be the principal advisor to the Council's elected members and Chief Executive on all environment and climate related matters including compliance, risk and develop and maintain a strong interface with the Leader and the lead Portfolio holder.

- Work with our communities and key stakeholders to ensure a more equal future in the context of climate and environment, building strong community relationships in the delivery of our outcomes.
- Represent the Council by promoting its image and reputation on a regional and national stage, helping to influence national and regional policies and strategies in the postholder's area of focus.
- Contribute to the annual budget planning process, and the delivery of the council's Medium Term Financial Strategy, maintaining a sustainable funding position for Climate and Environment.
- Play a key role in ensuring that Islington Council continuously improves, provides a first-class service to the people of Islington, and achieves its full potential in the optimal delivery of services. Champion fairness and equality across the partnership, working with members, senior leaders, staff, and the wider community to identify clear priorities and to deliver tangible change.

### **Leadership**

As a member of the council's management team, to contribute proactively to the collective leadership for the council, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council's objectives and priorities.

To drive positive cultural change, embodying and promoting the values and behaviours of the council and empowering staff to reach their full potential. Ensure that the performance and development framework is effective for all staff.

To lead on and ensure the effective implementation of corporate initiatives and transformation programmes that cut across the whole or part of the council's activities.

### **Resources and Financial Management**

Ensure effective Financial Management, cost controls and income maximisation in an ever-changing environment, fluctuating demands and priorities. Ensure resources are well managed and effectively deployed to the best possible effects assuring value for money in all activities.

### **Compliance**

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

### **Work style**

Flexible

## Person Specification

You should demonstrate on your application form how you meet the criteria. Please ensure you address all the criteria as this will be used to assess your suitability for the post.

### Experience

Experience of leading multiple large operational functions with a clear track record of delivering strong performance and outcomes.

### Essential criteria

Essential criteria	Criteria description	Assessed by
E2	Experience of successfully leading, motivating and managing a team of senior professional staff to achieve successful outcomes and contributing to the development of corporate strategies, goals and priorities.	Application/Interview
E3	Experience of leading transformational change at a senior level within a complex organisation and a challenging policy and operational environment and supporting the cultural transformation.	Application/Interview
E4	Sound political and organisational awareness with a good understanding of the political perspective and experience of working with politicians and ability to secure the confidence of members.	Application/Interview
E5	National and local political awareness and knowledge, particularly in relation to key policy and legislative changes in relation to environment and climate change with experience of translating this into local solutions	Application/Interview
E6	Experience of managing and developing performance within a comparable function and in the context of a multi-disciplinary and partnership environment.	Application/Interview

### Skills

Essential criteria	Criteria description	Assessed by
E7	Ability to gain the trust and support of leading Councillors, partners and senior managers to secure a shared and strategic approach and take joint responsibility for decisions as appropriate.	Application/Interview
E8	Strong financial management skills and good knowledge and understanding of local government finances at a strategic level with the ability to manage and plan budgets, including the capital programme.	Application/Interview
E9	Well-developed leadership skills that command respect, encourage commitment from others and promote a positive culture.	Application/Interview



Essential criteria	Criteria description	Assessed by
E10	Ability to promote creative and innovative solutions to major strategic and operational challenges, including digital enablers as appropriate within the council and among partners.	Application/Interview
E11	Strong collaborator and confident system leader, with experience of working with colleagues and partners to make a strategic contribution, secure a shared and strategic approach and take joint responsibility for decisions as appropriate.	Application/Interview

### Special requirements of the post

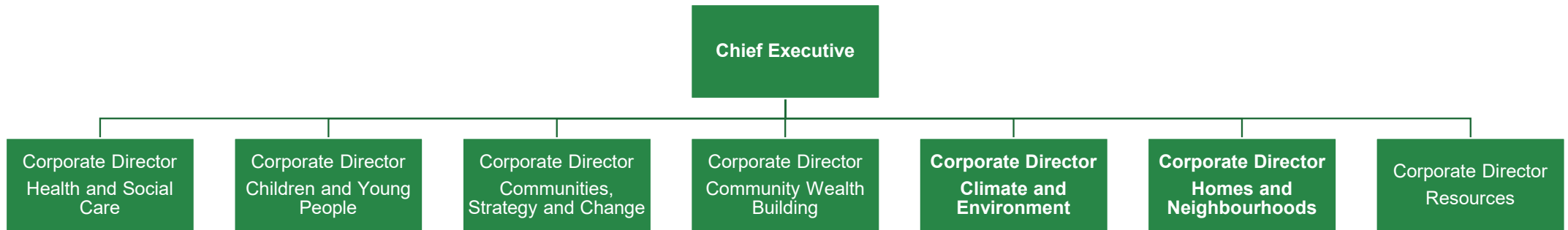
Essential criteria	Criteria description
E12	This post is subject to the council’s policy on pecuniary and personal interest
E13	This post is designated as politically restricted

### Our Accreditations

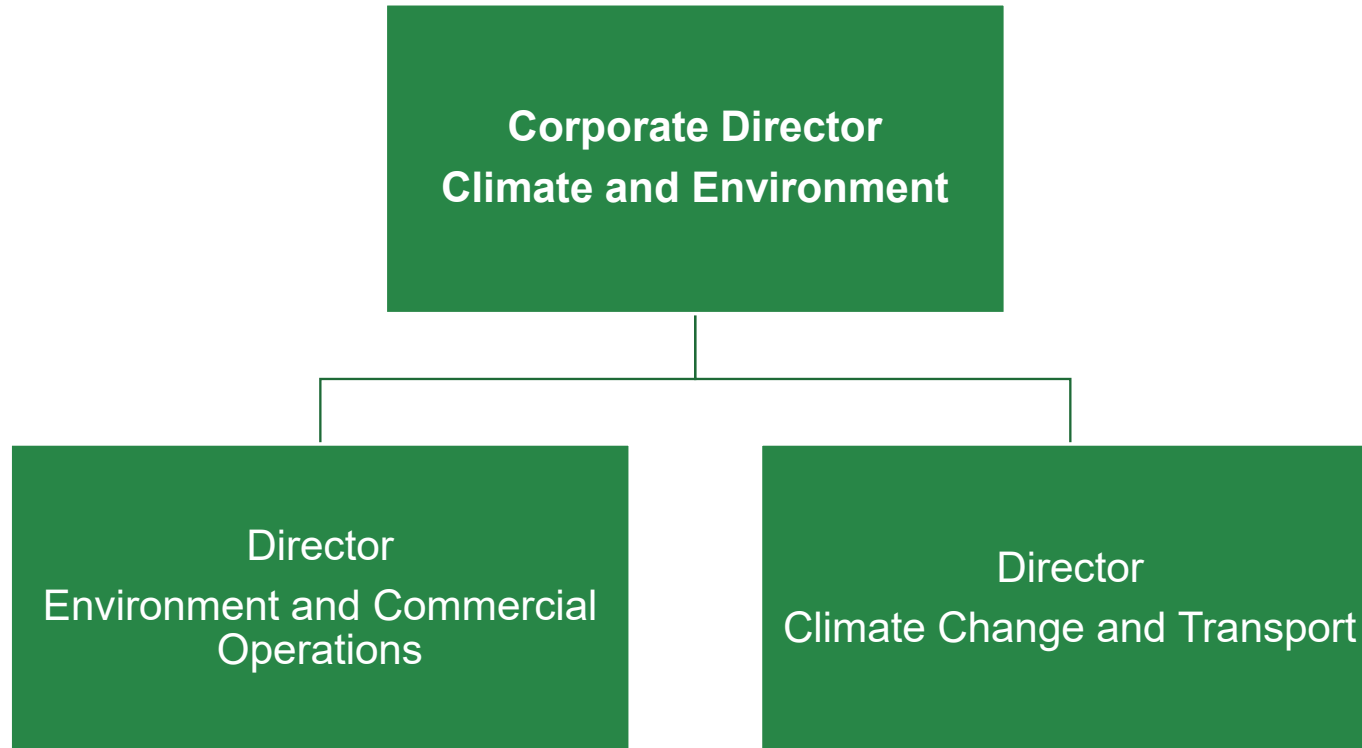
Our accreditations include: the Healthy Workplace award; Timewise; London Living Wage Employer; Disability Confident Committed; The Mayor’s Good Work Standard; Stonewall Diversity Champion; and Time to Change.



# Our senior leadership team



# Climate and Environment



## How to Apply

This guidance contains important information to help with your application:

- Please apply by submitting a CV and Covering Letter (no more than four sides of A4 in length per document aligned to the person specification). Please also include your contact details.
- Please ensure your full employment history is outlined in your CV; and that where there are essential criteria, competencies and/or qualifications you make clear how you meet these. We may wish to verify this information during the recruitment process.
- Please provide the details of two referees. Note that we will only approach referees for candidates proceeding to final selection and only with your permission. Please clearly indicate whether we can approach each referee before the selection date.
- Please share with us in your supporting statement, the values and behaviours that you bring to your leadership, and how you will transfer your skills and experience into this role.
- Please complete the Equal Opportunities Monitoring Form when you upload your details.
- Please return your application by the closing date – no applications will be accepted once the long listing process has begun.
- Following long listing, you will be contacted directly by a Penna consultant to update you on the status of your application.
- At any point throughout the process our retained consultants at Penna will be happy to help you with information, insight and guidance about the process and our clients.

The following timetable sets out the key dates in the recruitment process:

Date	Activity
<b>Closing Date</b>	Midnight Sunday 29 <sup>th</sup> September 2024
<b>Longlist Meeting</b>	W/C 14 <sup>th</sup> October 2024
<b>Preliminary Interviews</b>	W/C 21 <sup>st</sup> October 2024
<b>Shortlist Meeting</b>	W/C 4 <sup>th</sup> November 2024
<b>Final Panel Interviews</b>	W/C 25 <sup>th</sup> November or W/C 2 <sup>nd</sup> December 2024

To apply for this role, please click the link below:

<https://execroles.penna.com/>

For a confidential discussion, contact **Pete John**, [pete.john@penna.com](mailto:pete.john@penna.com), at 07701305617, **Bruna Varante**, [bruna.varante@penna.com](mailto:bruna.varante@penna.com), at 07858 306725, or **Zara Bruton**, [zara.bruton@penna.com](mailto:zara.bruton@penna.com), at 07743980867.