

Recruitment

Director of Highways, Parking & Transportation



Contents

Welcome

Our Values

An Overview of Newham

The Opportunity

The Role

Person Specification

Organisation Chart

Further Reading

How to apply?





Welcome

From Rebecca Johnson, newly appointed
Corporate Director of Environment & Sustainable Transport –
Starting November 2025

Dear Candidate,

Thank you for your interest in the role of Director of Highways, Parking & Transportation at the London Borough of Newham.

I'm delighted to be writing to you as Newham's newly appointed Corporate Director for Environment & Sustainable Transport. Newham is a borough of commitment and creativity. From our award-winning Healthy School Streets and parking services, through to key capital investment programmes and everyday highway maintenance, their work makes a real difference to the lives of residents every single day.

This role represents a fantastic opportunity to lead an exciting and diverse portfolio. Newham is one of the most diverse and dynamic boroughs in London. The residents rightly expect bold, visible results, whether that's tackling congestion, improving road safety, making our streets healthier and more welcoming, or ensuring transport plays its full part in tackling the climate emergency.

As Director of Highways, Parking & Transportation, you will have a central role in shaping this agenda: leading complex programmes, ensuring financial sustainability, delivering innovative transport initiatives, and building strong partnerships with residents, the Mayor, Members, Transport for London, and other regional partners.

This is about leadership with both vision and practicality, someone commercially minded, values-led, and committed to inclusive and sustainable growth.

If you share our HEART values (Honesty, Equality, Ambition, Respect and Togetherness), and are excited about the opportunity to shape the future of transport in one of London's most ambitious boroughs, we would love to hear from you.

Warm regards,
Rebecca Johnson
Corporate Director, Environment & Sustainable Transport



Welcome

From Sarah Ruiz, Statutory and Lead Member for Children's Services and Education, Sustainable Transport

As the lead member for the Sustainable Transport portfolio, I am excited to support the launch of the recruitment process for our new Director of Highways, Parking, and Transportation.

This is a critical role within the Council, one that seeks to build on our ongoing successes, whether it's keeping Newham moving or rolling out our award-winning Healthy School Streets initiative. The range of services overseen by this position is as diverse as it is important to our residents, businesses, and visitors to the borough.

As part of the wider Environment and Sustainable Transport directorate, and the Council as a whole, the ability to work collaboratively with colleagues, partners, and elected members is pivotal to success and very much in the spirit of our 'One Council' ethos. Strong strategic and commercial acumen, combined with a deep understanding of the needs and experiences of our communities, is also essential in this key senior leadership position.

Joining Newham at this time will be both challenging and ultimately rewarding. As we continue on our improvement journey, while navigating difficult financial circumstances, there will be every opportunity for the successful applicant to demonstrate their abilities, develop new skills, and build lasting relationships in an iconic and high-profile part of London.

I wish every candidate the very best of luck and hope to meet you during the process.



Sarah Ruiz

Deputy Mayor

Statutory and Lead Member for Children's Services and Education, Sustainable Transport



Our Values

At Newham, our **HEART values** guide everything we do. Alongside these, our “We Are Newham” commitments, supporting residents, empowering young people, building homes, protecting communities, capture our purpose and priorities.

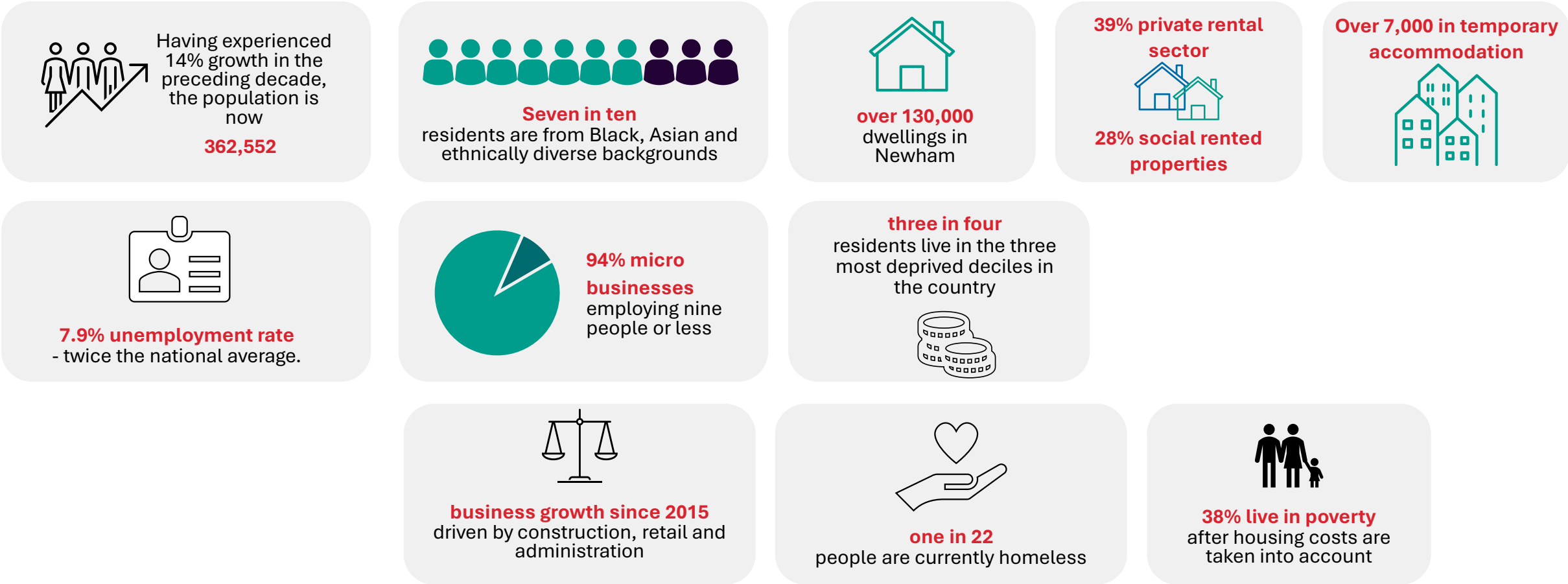
As Director of Highways, Parking & Transportation, you will be expected to embody these values every day, ensuring they shape not only what we deliver, but how we deliver it.

In this role, living our values means:

- Delivering financially sustainable services that support the Best Value journey;
- Leading resident-focused transformation in how people move around the borough;
- Building a high-performing, inclusive team that reflects Newham’s diversity;
- Acting as a visible ambassador for Newham in London and beyond.



An Overview of Newham



Newham is one of the most deprived areas in the country, but also one of the most dynamic and diverse; strong, values-led leadership is vital to tackle inequalities, unlock opportunities, and deliver the lasting change that communities both need and deserve!



The Opportunity

Director of Highways, Parking & Transportation

London Borough of Newham

Salary: £117,963 - £136,101 pa

Lead a service that keeps Newham moving, balances commercial reality with sustainable ambition, and makes a visible difference to one of London's most dynamic boroughs.

Newham is changing. With the new Corporate Director in post and major ambitions for transport, regeneration, and sustainability, this is a moment of real opportunity. But it's also a time of challenge. That's why we are looking for an exceptional leader to join us as Director of Highways, Parking & Transportation.

The role

This is a critical, high-profile position with responsibility for the full portfolio of highways, parking, and transport services. You will:

- Provide strategic leadership to ensure financial sustainability and value for money, with parking income and capital investment central to the Council's wider financial resilience.

- Deliver visible progress on priorities including the Newham Moving programme, parking review, Healthy School Streets, and LTNs, ensuring community engagement and political navigation are at the heart of delivery.
- Champion climate action through sustainable travel, air quality, and EV charging infrastructure.
- Lead a skilled team and manage major contracts, ensuring safety, efficiency, and best value.
- Represent Newham with partners including TfL, the GLA, developers, utilities, and communities.

The person

For this role, we are looking for proven experience of leading relevant services at a senior level. What matters most is your ability to provide strategic leadership, deliver financial sustainability, and build strong partnerships, including:

- Lead strategically, connecting transport to wider priorities in regeneration, housing, health, and environment.
- Bring strong commercial and financial acumen, able to manage large budgets, deliver savings, and identify innovative funding models.

- Operate with political awareness and confidence, building trust with Members and managing sensitive issues with openness.
- Operate with political awareness and confidence, building trust with Members and managing sensitive issues with openness.
- Engage residents and communities in a co-productive, transparent way, turning potentially divisive schemes into shared outcomes.
- Model inclusive, values-led leadership, building a high-performing and motivated service.

This is an opportunity to make your mark in a borough that is bold, ambitious, and unafraid of change. For a confidential discussion, please contact our recruitment partners at Penna:

Kelly Ridley: on 07709 512415 or email:

kelly.ridley@penna.com

Bruna Varante: on 07858 306725 or email:

bruna.varante@penna.com

Rachael Morris MCIPD on 07840 711217 or email: rachael.morris@penna.com

Closing date: 26/11/2025



The Role

Job Title:

Director of Highways, Parking & Transportation

Division:

Highways and Transportation

Directorate:

Environment & Sustainable Transport

Grade:

SMR/E

Post Number:

40324

Date last updated:

Sep 2025

People at the heart of everything we do

We are committed to putting people – Newham residents and Council staff – at the heart of all we do. Our approach is a collaborative joint enterprise between residents, the Mayor, Members, Council staff and the Corporate Management Team.

Equality and Diversity

We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity Policy in the course of their work.

Protecting our Staff and Services

Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good Health and Safety practices and manage risks appropriately.

Corporate parent

Every member of staff working for Newham Council should understand and fulfil our corporate parenting responsibilities for our looked after children that we have under the Children and Social Work Act 2017.

Overall purpose of role

To lead and manage a portfolio of activities and provision within the directorate, designed to ensure the efficient and effective operation of the borough’s Highways, Parking and Transportation network.

To develop and deliver policies that ensure that management and use of the Borough’s Highways, Parking and Transportation network is contributing to wider council strategies to tackle the climate emergency and to promote community wealth building.

As a member of the Directorate Management Team (DMT), to work collaboratively with other management team colleagues and external stakeholders to achieve the Directorate service plans and priorities.

Role context

The post holder reports to the Corporate Director of Environment & Sustainable Transport. The post holder has management and oversight of all aspects of the budget responsibility for all functions in the Highways, Parking and Transportation Service.

The post holder has staff management responsibility for a range of diverse professional disciplines across multiple service areas, within the Service

Accountabilities – Director of Highways, Parking & Transportation

1. To lead and direct services to maintain the public highway in the Borough, directing improvements in terms of safety, condition, operation and congestion reduction to ensure safe usage.
2. To lead development of policies and practice that ensures that Newham's Highways, Parking and Transportation network contributes to cross-council activity to respond to the climate emergency.
3. To lead development of policies and practice that ensures that Newham's Highways, Parking and Transportation network contributes to cross-council activity to advance the borough's community wealth building agenda.

4. To lead the planning process for future transport requirements, including ownership of the Transport Asset Management Plan, and associated Highways and Parking strategies, policies and plans

5. To lead and direct investment on the Highways and Transport network to ensure that corporate objectives are met.

6. To work with regional and local stakeholders including Transport for London, to maximise the benefits that Newham residents receive through inward investment into Newham's transport system and integration with wider regional transport infrastructure.

7. To work with partner organisations to assist in the delivery of objectives within the Mayor of London's Transport Strategies including Vision Zero

8. To ensure Council-commissioned and other works undertaken within the borough are delivered efficiently and effectively. To include identifying, designing and constructing new highways; major highway improvement and traffic flow schemes; planned, routine and reactive maintenance and life-cycle planning.

9. To actively review all services provided by Highways and Transportation to identify the 'right source' for their future delivery including

consideration of outsourcing, co-sourcing or in-sourcing to ensure the most effective and efficient delivery methods are employed.

10. To oversee the management of the Council's contracts and contractors, as appointed with regards to Highways and Transport, ensuring compliance with specification and good contract management.

11. To lead at a strategic level on the Council's Winter Maintenance strategy working closely with the Highways management team.

12. To lead on flood risk management in relation to highways working closely with the Climate Resilience manager.

13. To ensure that the council's Highways and Transportation staffing structure contains the capabilities and capacity to deliver priorities as set out within appropriate directorate strategies and plans, now and in the future.

14. To ensure that all services manage within their allocated budgets and staff resources and that all commitments to the councils Medium Term Financial Plan are met.

Tasks and Accountabilities (all Tier 3 posts)

Tasks and accountabilities are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.

Strategy

- To direct and keep under review the Corporate Plan, division specific service strategies and the divisional service plan in order to ensure that the Council fulfils its duties and delivers the agreed aims and outcomes for your division.
- To work in partnership with internal colleagues and external stakeholders in an integrated, holistic and cross cutting way to achieve delivery of those outcomes
- To take a “one Council” approach to deliver more effective outcomes and at all times avoid a siloed or single service area approach.
- To work creatively to develop ways of sharing good and innovative practice at a local and national level.
- To ensure the Council’s commitment to put people at the heart of all we do by fully

engaging residents in the development of ideas, strategies and policies as well as the co-design, co-production, and joint decision-making approaches is implemented throughout the division following the professional leadership of and models developed by the Resident Engagement division.

- To contribute fully to the development and implementation of all corporate strategies and the Council’s vision and to act as a major project or programme Senior Responsible Owner to lead and ensure the implementation of specific corporate projects as required.
- To actively develop and promote the Council’s vision and values through personal leadership to ensure they are delivered throughout the organisation.

Service Quality

- To deliver on appropriate service quality measures, targets and outcomes for accountable assessment and that act upon resident and stakeholder perceptions and to seek out more transparent accountability mechanisms for delivery in the division.
- To build effective partnerships and communication strategies in order to

harness effectively the public, private, voluntary sector and community resources that can help to deliver the Council’s vision.

- To be one of the Council’s (officer level) representatives in partnerships.
- To work collaboratively with the trade unions on matters of mutual interest to improve services and solve problems in a coherent and integrated manner.
- To promote a positive public image of the Council.
- To provide high level strategic direction and policy advice to the Chief Executive, Corporate Management team, the Mayor, Cabinet, Overview and Scrutiny, all Members and Full Council.

Performance

- To manage and direct the services within the division in order to ensure that they deliver effective and efficient services and that they set and achieve high standards of performance and that they provide best value.
- To manage and regularly monitor work programmes, budgets, performance indicators and quality targets to ensure that

- the services in the division meet agreed objectives, key performance indicators and income targets.
- To provide the Council, Mayor, Cabinet, Overview and Scrutiny and other council bodies as required with appropriate reports and professional advice to enable them to discharge their functions in an effective and efficient way, and to display the highest standards of ethical governance.
- To performance manage specific services in the division, building a valued, confident, developed, agile, empowered and innovative workforce.
- To uphold the internal control system that safeguards the residents' interest in the appropriate use of council resources and ensure the system is respected and adhered to by all staff in the division.
- To ensure the effective management of data and security of information received and used within the division, to comply with the relevant legislation such as GDPR and the Freedom of Information Act recognising that the Council wishes to operate in the most open and transparent way.
- To ensure performance appraisal procedures are carried out and that there is

full compliance with the Council's HR policies and procedures, including sickness absence, conduct, capability, business reorganisation and Health and Safety.

Resource Management

- To participate in the overall Council budget setting process and once agreed, work within that set budget to deliver the required outcomes in a way that delivers value for money both residents and the Council.
- To plan and keep under review the services within the division to control the budgets within it, manage risk effectively and ensure accountability.
- To lead the service to operate in the most cost effective and efficient way, driving a continuous improvement mind set among staff.

Leadership and Culture

- To participate in the directorate and organisational change that is needed in order to ensure the services play their full part in achieving the Council's vision and values.
- Drive improvement in customer and community focus, performance, productivity, budget, managerial efficiency

- and workforce changes to deliver improved outcomes for the people of Newham.
- Model the new behaviours required of all staff in terms of equality, ethical behaviour, effective internal control, agility, transparency, openness, community empowerment and engagement.
- To promote and champion equality and diversity in the delivery of all Council activities, service provision and employment practice.
- To ensure that all services are maintained to the required standards as directed by business continuity and resilience policies.
- To participate in the Council's emergency arrangements as an on call member of the strategic or tactical response team at the appropriate level.
- To ensure that Health & Safety legislation and the Council's Health & Safety requirements are all complied with.
- To work evenings, weekends and occasional public holidays, in order to meet service requirements as required.
- This is a politically restricted post under the Local Government and Housing Act 1989

- and the Local Government Officers (Political Restrictions) Regulations 1990. The individuals holding this post cannot have any active political role. Politically restricted employees are prohibited from:
 - standing for office as local councillors, MPs, MEPs, Members of the Welsh Assembly or Members of the Scottish Parliament,
 - canvassing on behalf of a political party or a person who is, or seeks to be, a candidate, and
 - speaking to the public at large or publishing any written or artistic work that could give the impression that they are advocating support for a political party.



Person Specification

CRITERIA	METHOD OF ASSESSMENT
QUALIFICATIONS	Application form/Certificate
Educated to degree level or equivalent level of work experience at a senior level relevant to the field.	
Hold corporate membership of either a highways and transport related professional body, and/or relevant experience.	
Evidence of continuing professional/management development.	
KNOWLEDGE/EXPERIENCE	Application form/ Interview
Appreciation of major reforms and best practice relating to service area.	
Comprehensive knowledge of issues/challenges for the service, nationally/regionally and locally.	
Track record of successfully delivering complex programmes or projects relating to the service area.	
Knowledge of current issues and statutory and regulatory requirements for service area	
People management at an organisational level including motivation, performance and capability.	
Providing strategic leadership to a range of directly relevant functions, maximising efficiency, different delivery models and improving performance.	
Commissioning or delivering operations at a senior level.	
Effective Partnership working at a senior level.	
Leading, managing and delivering transformational change in a complex organisation.	
Experience of the application and development of Digital solutions in a changing environment.	
Managing budgets, financial information and the budget setting process at a senior level.	
Understanding, appreciation and working within the political context and environment at a senior level.	
A detailed understanding and awareness of the inspection regime for the designated area of service.	

CRITERIA	METHOD OF ASSESSMENT
SKILLS AND ABILITIES	Application Form/Interview
Ability to plan and work towards a long-term strategic vision and translate that vision into reality.	
Ability to develop, implement and monitor appropriate qualitative and quantitative indicators to measure the performance of the service.	
Ability to use management information to judge service performance and to devise and implement service improvement strategies.	
Ability to translate corporate policies into tangible service improvements.	
Ability to contribute to corporate projects on behalf of the Service.	
Proven commercial ability and acumen in regard to financial oversight, income generation, and achieving best value.	
An ability to manage a large regulatory public service and to devise innovative solutions to service delivery.	
An ability to assess the impact of legislative or administrative changes affecting the service including health and safety issues and to proactively implement changes to comply with those requirements.	
Ability to listen and respond sensitively to the needs of the community and structure the service around the needs of customers.	
Ability to build effective and productive working relationships with colleagues.	
Ability to manage, lead and motivate staff and foster their development.	
To relate and work with people at all levels, able to demonstrate the Council’s HEART values.	
OTHER SPECIAL REQUIREMENTS	Application Form/Interview
Willingness and ability to work occasional evenings and weekends to maintain service delivery.	
Politically Restricted Posts: The Local Government & Housing Act 1989 imposes restrictions on political activities for certain categories of local government employees. In accordance with this legislation, this post is politically restricted and as such the post holder must refrain from being a candidate for election, an election agent or sub agent, an officer of a political party, or sub committee of such a party or canvass, speak to the public at large, publish written or artistic work or display posters in support of a political party or sub group of such a party.	



IMPORTANT INFORMATION FOR APPLICANTS

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible.

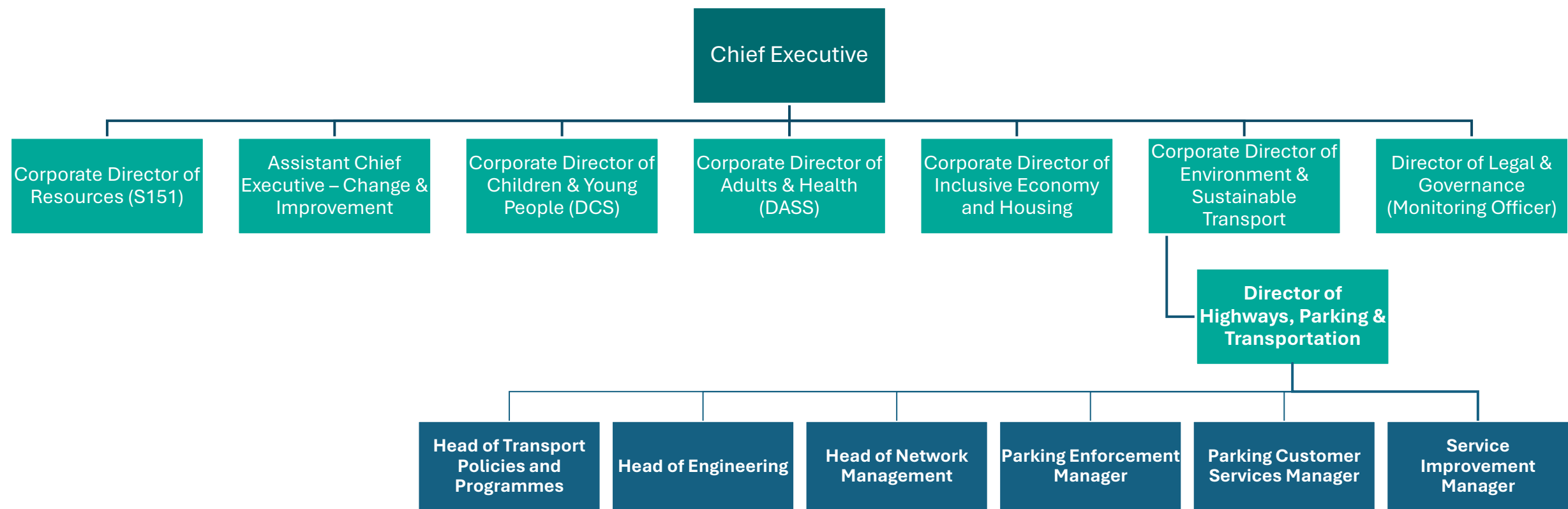
EQUALITY AND DIVERSITY

We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity Policy in the course of their work.

PROTECTING OUR STAFF AND SERVICES

Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good Health and Safety practices and manage risks appropriately.

Organisation Chart



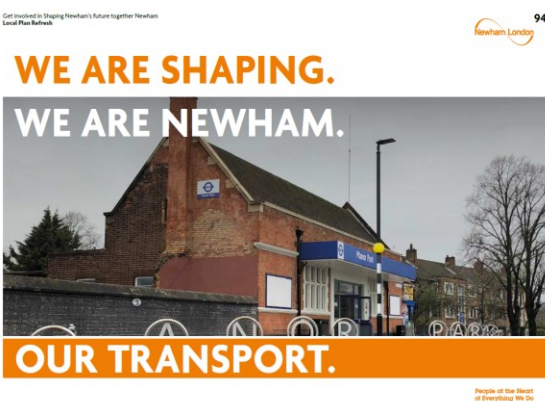


@IFS Cloud Royal Docks

Further Reading



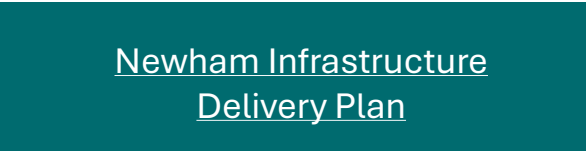
[Newham Local Plan](#)



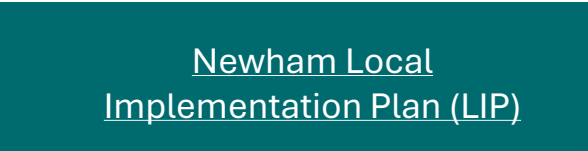
[Newham Co-Create](#)



[Sustainable Travel / Active Travel Strategy & implementation](#)



[Newham Infrastructure Delivery Plan](#)



[Newham Local Implementation Plan \(LIP\)](#)

[Local highways maintenance transparency report](#)

How to apply?

This guidance contains important information to help with your application:

Please apply by submitting a **CV and Cover 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; where there are essential criteria, competencies and/or qualifications please 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 via our website.

Please upload 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.

Asking for adjustments: we’re committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to consider doing anything differently during the application, interview, or assessment process, including providing information in an alternative format, please contact us.

To apply for this role, please visit the following link to upload your CV and Cover Letter: <https://execroles.penna.com>

Key Dates	
Applications deadline	26/11/2025
Longlist meeting	01/12/2025
Technical interviews	04-05/12/2025
Shortlist meeting	10/12/2025
Stakeholder & Youths Panels and Fireside Chats	
Final Member Panel	w/c 12/01/2025

For questions or an informal discussion, please contact:



Kelly Ridley
on 07709 512415 or email: kelly.ridley@penna.com



Bruna Varante
on 07858 306725 or email: bruna.varante@penna.com



Rachael Morris MCIPD
on 07840 711217 or email: rachael.morris@penna.com

Penna Executive Search

Inclusive Leadership ...Redefined!

At Penna, we specialise in connecting outstanding professionals to senior leadership roles that shape the future of local government.

Our decades of experience working with local authorities set us apart. We understand the demands of political leadership, the importance of corporate plans, and the skills needed to navigate complex, challenging environments.

We work with integrity, imagination, and determination to ensure every placement is the right fit. Whether you are looking for leaders who can deliver major change initiatives, champion high performance cultures, or build stronger partnerships with communities and stakeholders, our specialist team will help you find the talent who can turn vision into reality.

At Penna, we don't want to just fill roles, we want to build leadership that delivers stronger, fairer, and more sustainable communities.

www.penna.com



Thank you for your interest in the role.

November 2025

