



**Thank you for taking an interest in joining South Hams District Council and West Devon Borough Council**

**Although we are two councils, we are one team.**

**This shared approach lets us focus on what matters most: delivering good-quality services and making a real difference for our residents and communities across a unique part of Devon.**



**South Hams  
District Council**



**West Devon  
Borough Council**

Our ambition is to be the best we can be for our people and our places. Day to day, that means getting the basics right and being responsive and reliable. It also means facing into the big issues with purpose, improving housing, supporting a resilient local economy, and acting on climate and biodiversity. We do this in partnership with our towns, parishes, voluntary groups and businesses.

It helps that this is such a special area to serve. South Hams offers a glorious mix of coastline, countryside and vibrant towns. West Devon is just as distinctive, from its historic market towns to moorland and a World Heritage Site. People here care deeply about their communities. That pride in place runs through our organisation and it's a big part of why colleagues enjoy working with us.

We invest in our people. Our Organisational Development Plan sets out a clear offer with structured pathways to grow your career. You'll also have a comprehensive benefits package. Recognition matters too, and our joint Staff Recognition Awards are a highlight of the year because they celebrate the brilliant work colleagues do across both councils.

How we work is as important as what we do. Our shared services model gives us a single, integrated workforce with modern systems and a strong digital-first approach. It delivers excellent value for money, protects frontline services and helps teams focus on solving problems for residents. We back this up with clear delivery plans and sound governance, so everyone knows the priorities, the resources in place and how we'll measure success.

If you share our values and want your work to have real impact, I'd be delighted to see you apply.

With best wishes,

**Andy Bates**  
**Chief Executive &  
Head of Paid Service**

