

Service Director - Environmental Services





Why Wakefield?

It's an incredibly exciting time to be thinking about joining Wakefield. We're a stable Council with a bright future, taking responsible decisions so that we are sustainable, and continuing to provide great services to our communities.

We've got a fantastic reputation for being well-run. Our emerging Wakefield District Plan will set out our shared aspirations for the next decade, giving us a comprehensive framework to coordinate work across the local public, private and voluntary sectors.

And our 2025-26 Budget is putting us on a path to having a right-sized organisation, no ongoing dependency on reserves, and to make sure we're able to look to the future with confidence.

We've got an incredible workforce. An open and supportive culture where challenge is welcomed. And we're a place that likes to get things done.

Joining us you'll have the opportunity to work in a place which is creative and diverse, exciting and ambitious. To make a lasting impact so that our district is a better place to live and work in. And to be part of a high-performing leadership team who are modernising how our Council works.

If you think you can play a key role in helping us to realise these ambitions, continue reading to find out more about being our new Service Director – Environmental Services.

Tony Reeves

Chief Executive



About Wakefield

We are a district of over 350,000 people with a diverse range of city, urban and rural communities.

We've huge strengths in our health and care, manufacturing and logistics, and arts and creative sectors. All part of our £8 billion economy.

We're proud of our heritage of making and creating. Our place at the heart of Yorkshire and the Leeds City Region which makes our connectivity by road or rail hard to beat. And our 10,000 local businesses.

We're home to some great attractions. We've got Pontefract Racecourse and Hemsworth Water Park. The internationally recognised Hepworth Gallery, Yorkshire Sculpture Park, and National Coal Mining Museum. And we've got two Super League teams, Wakefield Trinity Wildcats and Castleford Tigers.

Our 16 local nature reserves mean we've got more than anywhere else in West Yorkshire. 70% of our district is greenbelt. That makes our area a great place both to live and work.

And we've a growing regional profile as a key part of the West Yorkshire Mayoral Combined Authority.



About Wakefield Council

We're one of the five metropolitan Councils in West Yorkshire. And one of ten districts within the wider, thriving Leeds City Region.

We've got a great team of over 5,000 staff who help us to deliver a wide range of services. Including supporting the education of our young people, caring for vulnerable children and adults, and providing support to residents when they most need it.

We invest in our places, maintain local highways, and make sure we keep our communities safe and clean.

We've 63 elected Councillors who oversee and scrutinise how we provide vital public services for our communities.

Labour's Cllr Denise Jeffrey is our Council Leader. Decisions are taken by our Cabinet, appointed by the Leader and comprised of Councillors from our majority political group. And our cross-party Scrutiny Committees look at how we're delivering for local people.

They scrutinise work in our Children and Young People, Adults and Public Health, Regeneration, Environment and Economic Growth, and Transformation Directorates. Those sit alongside a strategic Chief Executive's Unit.



About You

- We're looking for an exceptional leader who sets out a clear strategic vision to deliver for customers, will be extremely visible in how they build and engage with their team, and will communicate service priorities across the Council.
- With extensive experience of working at a senior management level in environmental services in a large organisation, you'll have a track record of delivering fantastic operational services in a complex landscape.
- You'll have an excellent knowledge of environmental legislation, enabling the Council to comply with all relevant licence requirements and follow best practice on corporate governance.
- As an experienced leader you always see the big picture, with the ability to influence a diverse range of stakeholders and to deploy a range of leadership styles with your teams to achieve complex performance targets and corporate objectives.
- Your knowledge of waste collection, recycling and disposal – of a scale similar to that in Wakefield – will help us to deliver operational services with the lowest environmental impact.
- You have an excellent understanding of contract management, and your negotiating skills can help us to get better value for money and generate income growth to support our budget.
- Your great financial management skills will help us to safeguard public money at all times, setting us on a path to sustainability, ending our reliance on reserves, and enabling us to move forward with growing confidence.
- Great partnership working skills – both internally and externally – will help you to collaborate to build positive relationships that influence outcomes.
- Every day you'll be identifying ways we can improve, solving problems, and thinking differently. And sharing our ambition to deliver first class services, be open for investment, and embed the views of our communities in everything we do.



About The Role

- You'll be our lead for all waste related services and contracts, our street scene, and our countryside management. You'll also be responsible for our fleet management, transport operations, and our operational depots.
- You'll oversee a budget of around £56 million and lead a team of about 580 staff. Making sure that we have effective and safe systems and procedures in place that make the best use of the Council's resources.
- You will play an active and influential role in our Regeneration, Environment and Economic Growth Directorate Management Team. And work closely with the Chief Executive, Corporate Director, Leader of the Council, and Cabinet Members to deliver great services to our local communities.
- Helping us to meet our legal, social and economic obligations, your strategic responsibilities will include the Council's Waste PFI contract and our fleet and transport services function. Always delivering great value for money, complying with relevant legislation, and helping us to meet targets on waste, recycling and the environment.
- Your commitment to working across boundaries and with our partners will improve local services and help the Council to deliver on our key priorities.
- Great customer service will be central to everything you do, working successfully with Councillors, key stakeholders, businesses and communities. This will apply to areas including waste operations and strategic waste, street cleansing, public rights of way, highways infrastructure, transport services, grounds maintenance, countryside management, and flood risk management
- You'll be a Nominated Responsible Officer on the Council's Transport Services Operator Licence.
- The role is politically restricted post under the Local Government and Housing Act 1989. And requires the post holder to take part in the Council's Emergency Response.



What We Offer

- We're offering a competitive starting salary for our Service Director – Environmental Services of **£95,465**.
- A generous annual leave allowance starting from **31 days a year**.
- You will automatically become a member of the **Local Government Pensions Scheme**, which is managed by the West Yorkshire Pension Fund.
- We work flexibly. This includes **hybrid working** and **flexible working** patterns.
- We have **family friendly policies** which include shared parental leave, foster and kinship carer leave and working carer leave.
- A commitment to your ongoing **professional development**. We offer a significant range of learning opportunities for staff throughout their careers. But most of all you'll be supported to deliver as part of a high-performing team.
- Expenses for relocation would be considered in line with our Removal & Disturbance terms and conditions
- Subsidised Public Transport Passes and City Centre Parking.
- Employee Assistance Programme with Spectrum Life.



About The Process

If you are interested in applying, please submit your CV and a covering letter.

This needs to evidence how your previous experiences, skills and knowledge relate to the role and your motivation for applying.

The next stages for our recruitment process include;

- A closing date of Sunday 2 March.
- A technical interview with senior leaders in the Council.
- An assessment centre.
- An interview with elected members.

For further information, or to arrange a confidential conversation about this role, contact contact Julie Towers on **07764 791736** or **julie.towers@penna.com**.

You can also find out more about what working in Wakefield is like at <https://www.wakefield.gov.uk/executive-recruitment>.



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