



Recruitment of **Director of Environment & Leisure** Brighton & Hove City Council



**Brighton & Hove
City Council**

Andrew Tromans

Penna plc | March & April 2026

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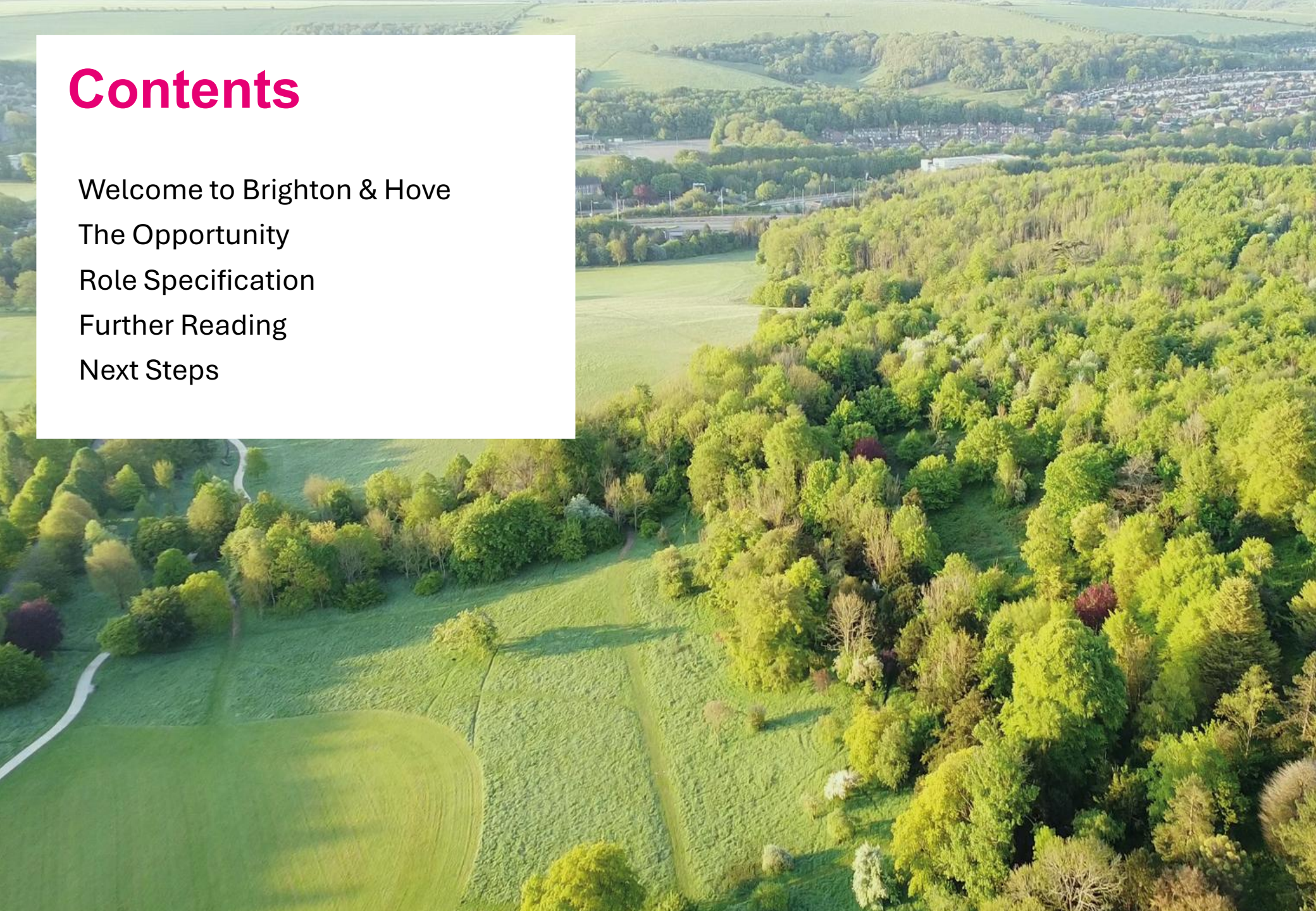
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Welcome to Brighton & Hove



Alison McManamon

Corporate Director – City Operations
Brighton & Hove City Council

Dear Candidate,

Thank you for your interest in joining Brighton & Hove City Council as our next Director of Environment & Leisure. This is a pivotal leadership role responsible for services that shape how residents and visitors experience our city every day.

Brighton & Hove is one of the most distinctive cities in the country – a flamboyant, beautiful and bold place known for its creativity, diversity and progressive outlook. We are proud of our city’s reputation, and we are ambitious about its future and determined to address the inequality that exists in our community. Our Council Plan sets out our mission to create a better Brighton & Hove for all and a city we can be proud of, and the services within this directorate play a critical role in achieving that ambition.

You will lead a portfolio that sits at the heart of the city’s daily life: environmental services,

waste and recycling, street cleansing, parks and open spaces, and leisure services.

These are services that residents and businesses rely upon, and which contribute directly to the quality, sustainability and vitality of our city.

This is an exciting moment to take on the role. In recent years we have made significant progress in transforming environmental services, modernising operations and strengthening the foundations for future improvement. The next phase is about building on that progress — driving productivity and innovation, embedding a positive and inclusive workforce culture, and ensuring the city benefits from reliable, high-performing services.

Alongside this, the role will oversee our parks and leisure services, balancing community access, biodiversity and events in our much-loved open spaces, while ensuring that our

leisure provision supports healthier and more active lives.

As part of our extended Corporate Leadership Team, you will work closely with Members, partners and colleagues to deliver our strategic priorities for the city.

We are a strong, supportive team who work together as a learning organisation, and who understand the importance of looking after each other and our wellbeing to ensure we can deliver great things together.

You will be a visible leader – someone who brings integrity, curiosity and a commitment to collaboration, and who can inspire teams to deliver their very best.

For the right person, this role offers an opportunity to lead services that are both highly visible and deeply valued by the communities we serve.

If that prospect excites you, we’d love to hear from you.

The Opportunity

Director of Environment & Leisure

Salary up to £113,520

Brighton & Hove City Council



Lead the services that shape the look, feel and everyday experience of Brighton & Hove.

Brighton & Hove is a city like no other – creative, diverse, inclusive and proud. With a thriving cultural scene, strong sense of community and bold vision for the future, we are ambitious for our residents, our city and our organisation.

We are now seeking an exceptional leader to join us as Director of Environment & Leisure – a role responsible for services that shape how residents and visitors experience Brighton & Hove every day.

This is a pivotal leadership position within our City Operations directorate and part of the council's extended Corporate Leadership Team. You will lead a broad portfolio spanning environmental services, waste and recycling, street cleansing, parks and open spaces, and leisure services – services that are highly visible and central to the quality, sustainability and vitality of our city.

The role comes at an important moment.

You will bring a connected Council approach to delivering our vision of transformation, playing a critical role in delivering our 2030 vision of being connected, being confident, being innovative and creative, being diverse and inclusive and being healthy and psychologically safe. This is the future that we want you to lead the directorate to.

You will oversee our parks and leisure services, balancing community access, biodiversity and events across the city's much-loved open spaces, while ensuring our leisure offer supports healthier and more active lives. Your leadership in environmental services will also ensure we are a city to be proud of.

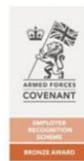
You will play a key role in shaping the future of these services – strengthening leadership capacity, developing partnerships across the public, private and voluntary sectors, and ensuring the council continues

to deliver value for money in a complex financial

We are looking for a strategic, inclusive and politically astute leader with a track record of delivering transformation and service improvement within complex organisations. You will bring the credibility and judgement required to navigate high levels of public interest and stakeholder engagement, alongside the ability to inspire teams and build a culture of trust, integrity and continuous improvement.

For the right candidate, this is a rare opportunity to lead services that are fundamental to the life, sustainability and reputation of one of the UK's most distinctive cities.

For a confidential discussion and details of how to apply, please contact our recruitment partners at Penna.



Role Specification

Role : Director of Environment & Leisure

Directorate: City Operations

Reports To: Corporate Director–City Operations

Salary: £101,161-113,520

Job Purpose

At Brighton & Hove City Council we take a one council approach to achieving our mission to create a better Brighton and Hove for all. As a Service Director you will take leadership responsibility across the organisation for key organisational themes and/or areas of work that support Council Plan mission delivery as well as leading and managing allocated portfolio of services.

You are part of the extended Corporate Leadership Team. Together we set the tone and culture of the organisation. We are the most senior strategic advisors to the Council. We ensure the Council resources are aligned to the delivery of the Council plan. Our values and behaviours are key to us creating a council fit to meet the needs of our residents.

As part of the extended Corporate Leadership team, you will stand with us in our commitment to be visible and adaptive

leaders in a learning organisation; to connect the organisation and with our residents; to create space for innovation and diversity, to reflect and learn from our mistakes; and to strive to build psychological safety throughout our interactions.

Principal Accountabilities

1. Lead the environmental and leisure strategies for the council, ensuring alignment with our missions in the Council Plan, with a focus on creating a city to be proud of, continually improving the look and feel of our place, and supporting residents to live healthy, happy and fulfilling lives.
2. Lead and oversee the delivery of effective waste collection, disposal, reduction, re-use, recycling, and recovery services. Promote operational practices that support sustainability and positive environmental outcomes, and an excellent service to our residents.
3. Lead on the delivery of efficient street cleansing throughout the city centre, seafront, and suburban areas to maintain an attractive, safe and welcoming environment, with continual improvements to the look and feel of the

city that will benefit our residents, businesses and visitors.

4. Lead on the management and maintenance of our parks and open spaces, supporting both community use and biodiversity objectives.
5. Develop and deliver leisure, including sports development, sports facilities, and effective management of leisure contracts.
6. Maintain commitment to health and safety legislation and council policy.
7. Champion equalities, diversity, and inclusion in all aspects of management and service delivery.
8. Foster strategic partnerships at a local, regional and national level with other public, private, and voluntary sector organisations that ensure effective collaboration to deliver the Council Plan and the strategic ambitions for the city.
9. Take responsibility for budgets, resource allocation, and rigorous financial monitoring to support agreed service objectives and outcomes, and the council's Medium Term Financial Strategy.

10. Ensure services are responsive to residents' and visitors' needs, using feedback and continuous improvement to drive service excellence.

Person Specification

Essential Criteria

Knowledge, Skills and Experience

- Extensive knowledge of strategic challenges facing local government and experience leading in complex political environments.
- Demonstrates strategic leadership of services (such as waste, parks, leisure services), delivering sustainable improvements and strong outcomes.
- Ability to build excellent working relationships with politicians and navigate political complexity
- Proven ability to build successful partnerships that deliver outcomes for residents and service improvements
- Experience of leading large programmes of change / transformation and embedding innovation to improve outcomes.
- Robust financial management experience with a record of achieving positive service results and addressing complex financial challenges.

- Experience of shaping and developing policy to reflect strategic ambitions and establishing effective implementation plans that turn policy into outcomes.
- Demonstrate a record of success in championing equity, equality, diversity and inclusion, and in proactively addressing issue of systematic inequality and discrimination.
- Demonstrates inclusive and confident leadership that builds trust, psychological safety and collaboration, empowers individuals and teams to thrive, drives innovation and embeds the principles of a learning organisation.
- Uphold the Nolan Principles and provide role modelling and leadership to ensure the wider leadership team and organisation meets the ethical standards expected of public office holders

Health and Safety Knowledge

- You will maintain awareness of current UK Health and Safety legislation and evidence and dedication to high-quality health and safety management.
- You will have knowledge of Health and Safety Management Systems.

- You will have knowledge and awareness of hazards in your area of responsibility and how to assess and manage associated risks.
- You will complete the mandatory Institution of Occupational Safety and Health (IOSH) for Executives and Directors training.

Corporate Leadership Accountabilities

Be Connected

1. Enable a connected organisation with a clear one council mission to create "a better Brighton and Hove for all." by providing effective corporate leadership and working collaboratively and in an integrated way across the council, ensuring the development of trusted relationships within the council and across the system locally, and embedding co-design as a way of working.
2. Work with lead Councillors and support the Corporate Leadership Team in their role as the senior advisers to the Council Leader and Cabinet on their strategic policy direction and forward planning of objectives, services, and resources to support delivery of their political ambitions for the city.

3. Build leadership that connects and brings critical resources together to address the knotty, challenging, and wicked issues faced by the city.
4. Create a structure with clear accountability, communication, and transparency that empowers staff to make decisions as close to the front line as possible.

Be Diverse and Inclusive

5. Enable the organisation to become more dynamic by leading on change and transformation in allocated service portfolios and across the organisation, including using data and digital to deliver better outcomes for residents whilst using resources more effectively across the council.
6. Build a diverse workforce and leadership that reflects the communities of Brighton and Hove.
7. Actively and proactively use power and influence to eliminate all forms of discrimination and unfairness in the council and the city, embedding the principles of equity and inclusivity into how the council thinks and acts in designing and delivering services and as an employer.

Be Confident

8. Lead, motivate and inspire the council's staff creating an environment and culture that empowers staff to do their best, and requires them to work collaboratively and effectively across the council and with partners.
9. Be an effective member of the extended corporate leadership team by embracing our organisational values and displaying the leadership behaviours that will ensure a confident, cohesive leadership team.
10. Build working practices that are agile and take a test and learn approach.
11. Embed reflective practice and a growth mindset culture where mistakes are seen as opportunities to grow.
12. Develop workforce skills and acumen to work in complexity and be courageous leaders.

Be Innovative and Creative

13. Ensure the council develops and maintains relationships with partners (public/quasi-public institutions, community/voluntary sector, private sector – locally, regionally, and nationally) to shape the external world and build solid relationships to ensure the council can fulfil its wider role as a civic leader.

14. Build the space and capacity for experimentation, reflection, and innovation.
15. Enable creative policy development.
16. Embrace artificial intelligence (AI) and new technologies to create efficiency and address critical challenges, while recognizing their limitations.

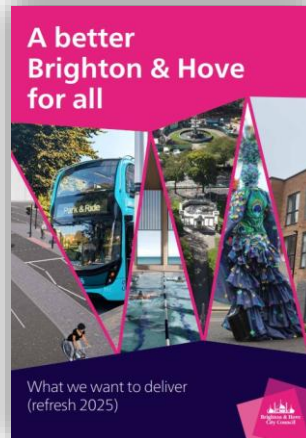
Be Healthy and Psychologically Safe

17. Create a trusted environment that enables everyone to bring their best selves to work.
18. Build a resilient workforce that prioritises health and wellbeing.

Further Reading



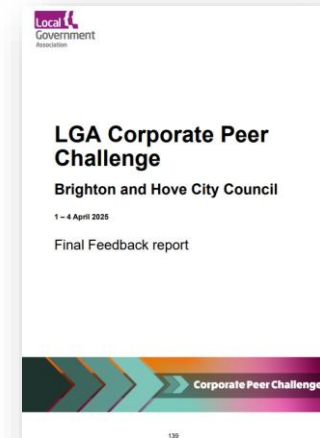
[Brighton & Hove City Council Plan \(Original\)](#)



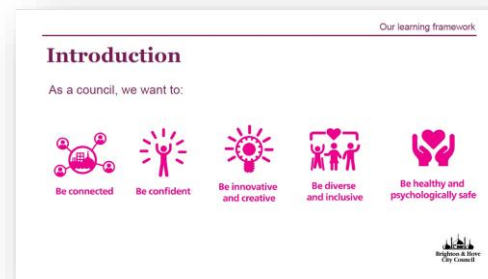
[Brighton & Hove City Council Plan \(Refreshed 2025\)](#)



[City Council Achievements](#)



[LGA Peer Challenge 2025](#)



[Brighton & Hove City Council is a learning organisation](#)

Next Steps & How to Apply

This guidance contains important information to help with your application:

Please apply by submitting a CV and Supporting Statement (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://penna.com/jobs>

Key Dates

Applications deadline	Sunday 19 April
Preliminary Interviews	w/c 27 th April
Final Interviews	w/c 4 th May

For questions or to arrange a confidential discussion with Jess Gibbons, please contact:



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www.penna.com

Penna Executive Search

At Penna, we connect exceptional professionals with leadership opportunities that make a real difference.

Working with integrity and diligence - and with a non-negotiable commitment to inclusion - we ensure that clients access the strongest talent and that candidates are supported to showcase the unique value they bring.

Whether you're ready for the next step in your career or building a successful leadership team, our specialist consultants help turn ambition into reality.

We don't simply fill roles, we empower leaders to fulfil their potential and shape organisations that deliver sustainable improved outcomes.

Any questions?

Please don't hesitate to contact us



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