

PERSON SPECIFICATION

Job title:	Transformation Projects Director (Avon Riversides 2100)
Grade:	HOS
Managed by:	Director: Economy of Place
Responsible for:	1 x Senior Project Manager and responsibility for a large consultancy team
Directorate:	Growth and Regeneration
Service area:	Economy of Place

Essential criteria (must have)

Job-specific
Experience of overseeing the delivery of major built environment and/or infrastructure projects with high value, high risk or complex needs. This will include experience of overseeing detailed design, engagement and consultation activities, consenting applications, tender and contract preparation, and construction activities.
Experience of overseeing very complex business cases effectively, modelling different scenarios to enable informed decision making and directing the necessary work to provide confident estimates of cost and realistic benefits mapped to desired outcomes and aligned to agreed objectives.
Qualified to degree level or equivalent (or has developed in skills and experience to this level) and advanced knowledge & practical, creative application of a range of recognised programme & project management principles, with the ability to lead, train and coach high performing teams in the application of these approaches.
Substantial experience at a senior professional and/or managerial level in a built environment or infrastructure context, with a demonstrable track record of leading successful physical regeneration programmes.
Proven ability to co-ordinate the management of complex interfacing projects in a changing environment with competing needs across a range of teams and/or service areas.

Proven ability to build relationships and positively influence senior decision makers and public & private funding providers and land and development interests, with experience of creating and utilising partnerships to achieve shared service outcomes and securing financial commitment.

A clear understanding of the operational context within which local government services operate and the relationship with sub regional and national bodies.

Core

Experience of managing and developing services to improve outcomes for citizens and customers.

Ability to lead and manage, inspiring and motivating people across a whole service.

Ability to manage performance effectively and to hold all team members to account.

Ability to plan and manage all finance and budgets to meet performance targets.

Ability to actively contribute to innovation and to take analytical approaches to solving complex and challenging problems.

Experience of using digital technology to deliver and improve services.

Experience of working in complex and diverse organisations.

Ability to cope well with and overcome ambiguity through use of effective change management approaches.

Ability to work effectively and credibly with diverse and complex stakeholders.

Highly developed advocacy, negotiation and presentation skills.