



**Energy and Climate Change Manager**

**Kent County Council**

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# Introduction to Kent County Council

We are the UK's largest local authority, with a workforce in excess of 30,000 people, including maintained schools, serving a population of 1.5 million. We have various offices in central locations and a large number of service establishments throughout Kent; our corporate office is based in Maidstone.

More than two thirds of our workforce provide services directly to the public – such as domiciliary Care Workers, Classroom Assistants, Social Workers, Teachers, and Occupational Therapists etc.

Our annual budget covers a huge range of services. This translates into a host of interesting roles and career paths awaiting those who want to work in a leading edge public sector organisation.

Visit our website, [www.kent.gov.uk](http://www.kent.gov.uk).

## Aims and objectives

Our focus is to work as one council to design and deliver a cohesive, modern public service offer for all Kent's residents, businesses and communities. This will bring together change projects consistently across the council and create organisational design opportunities to transform the way we work, including our people, assets, technology, structures and service delivery.

Success in delivering this aspiration will be determined using the following criteria:

- Working beyond the limit of organisational and service boundaries
- Thinking beyond the limit of our statutory powers
- Building capacity to provide sector and system leadership
- Delivering at both strategic and local scale
- Supporting economic security
- Delivering a cohesive service offer
- Flexibly using assets as part of public service design and delivery

**Framing Kent's Future** is our top-level council strategy for 2022 to 2026. It sets out the priorities that we will focus on over the next four years to tackle the challenges and make the most of the opportunities that the county is facing. Through delivering these priorities, our aim is to improve life in Kent and build a solid foundation for the county's future success.

<https://www.kent.gov.uk/about-the-council/strategies-and-policies/framing-kents-future>

## **The Strategic Reset Programme**

The Strategic Reset Programme (SRP) is a multi-year transformation programme, bringing together both new and existing programmes and projects across Kent County Council. The programme will prepare us for the opportunities and challenges ahead and ensure that significant activities will be delivered in a collective, timely and disciplined way, with a strong focus on improving outcomes and realising tangible benefits.

# Political Arrangements

The County Council has 81 councillors and elections take place every four years.

The political composition of the County Council is as follows:

Conservative	61 members
Labour	7 members
Liberal Democrat	5 members
Green Party	5 Members
Independent Groups	2 members

The Leader of Kent County Council is Roger Gough.

There is a Cabinet of Executive Members which meets regularly to debate policy issues and make key decisions. The cabinet comprises of:

Roger Gough	Leader of Kent County Council
Peter Oakford	Deputy Leader and Cabinet Member for Finance, Corporate and Traded Services
Dan Watkins	Cabinet Member for Adult Social Care and Public Health
Susan Carey	Cabinet Member for Environment
Sue Chandler	Cabinet Member for Integrated Children's Services
Clair Bell	Cabinet Member for Community and Regulatory Services
Rory Love	Cabinet Member for Education and Skills
Neil Baker	Cabinet Member for Highways and Transportation
Dylan Jeffrey	Cabinet Member for Communications, and Democratic Services
Derek Murphy	Cabinet Member for Economic Development

# Structure of KCC

The structure of the organisation is as shown [here](#)

The Senior Officer team consists of six Corporate Directors. For more information on the Corporate Management Team please follow this [link](#)

The three directorates and two departments are as follows:

## **Adult Social Care and Health**

The Directorate commissions and provides a range of services to improve outcomes for older and vulnerable adults, including those with mental health issues or disabilities, and their families. The Directorate supports vulnerable adults to live independently by promoting their wellbeing and supporting their independence. Services for adult mental health and learning disability already work in integrated teams with NHS colleagues and as a key partner in the Kent and Medway ICS we are developing multi-disciplinary teams within communities to support local care.

Responsible for services that include:

Public Health, Adults Central Referral Unit, Adult Community Teams, Safeguarding and quality, Kent Enablement at Home, Sensory and Autistic Spectrum Conditions Service, Integrated/Registered Care Centres, Day Centres, Community Learning Disability Teams, In-House Provision, Mental Health Services.

## **Growth, Environment and Transport**

The Directorate comprises a range of key frontline, strategic, policy and commercial functions, and plays a major role in making Kent a better place to live, work and visit. The services provided, and the future the directorate helps to shape, affects every household in Kent. This includes strategic responsibility for the future of the county in terms of planning, economic development, transport policy, and major transport improvement schemes, waste disposal and recycling services. In addition, GET manages country parks; libraries; and delivers enforcement services including trading standards, community safety and emergency planning.

Responsible for services that include:

Highways, Transportation & Waste, Regulatory Services, Economic Development, Community Safety & Emergency Planning, Libraries, Registration & Archives, Sport & Country Parks, Arts including Kent Film Office, Development Planning, Planning Applications, North Downs Areas of Outstanding Natural Beauty, Flood Risk & Environment, Sustainability & Climate Change and Heritage Conservation

## **Children, Young People and Education Directorate**

This Directorate combines and integrates the statutory responsibilities of Specialist Children's Services together with Education services and the targeted and universal services for children and young people within Early Help and Preventative Services. There is a strong focus on

alignment of resources to help ensure achievement of one of the key County Council strategic outcomes: 'Every child and young person in Kent gets the best start in life'. To improve outcomes for children and young people, services within the Directorate are working together with relevant partners to deliver the vision set out in the Children and Young People's Services Integration Programme.

Responsible for services that include:

Children's Social Care, Adoption & Fostering, Standards & School Improvement, Skills & Employability, Early Years and Childcare, Provision Planning, Fair Access, Educational Psychology, SEN Assessment & Placement, Youth Justice, Outdoor Education Centres, Children's Centres and Youth Hubs, Inclusion & Attendance, Early Intervention and Community Learning & Skills and Disabled Children and Young People Teams.

**Chief Executive's Department and Deputy Chief Executive's Departments**

The Departments support the delivery of our front-line services. The Directorate leads and coordinates major change, Organisational design and development and provides a critical client and contracting role with our trading companies including legal and customer contact. It provides Organisational wide governance, financial management and a major contribution to our political and external relationships.

Responsible for services that include:

Strategic Commissioning, Finance, Strategy, Policy, Relationship and Corporate Assurance, Governance, Law and Democracy, Technology, Strategic Reset Programme team, Marketing and Resident Experience, Infrastructure – ICT and property, Human Resources and Organisational Design, Health and Safety, Business Management and Client Relationships.

# Job Description

<b>Directorate:</b>	<b>Growth, Environment and Transport</b>
<b>Grade:</b>	<b>KR13</b>
<b>Responsible to:</b>	<b>Head of Environment</b>

## Job outline:

Lead the implementation of the Kent Environment Strategy and the associated Energy and Low Emissions strategy for Kent using a programme management framework to ensure a coordinated and effective approach to the activity required to meet the council's Net Zero 2030 ambitions and Kent Net Zero 2050. Provide specialist advice, support and expertise to internal stakeholders and the partnership of local authorities across Kent to ensure that action is targeted, co-ordinated and delivers best value for money. Provide clear leadership and professional direction to enable the development and delivery of initiatives that tackle the climate change challenges across climate change mitigation and adaptation and include the decarbonisation of the KCC estate, domestic retrofit, energy efficiency improvements or other associated decarbonisation activity in line with any emerging government guidance as well as Directorate and Corporate policies. Providing input into the Kent and Medway Local Nature Recovery Strategy in terms of nature-based solutions to climate change, adaptation and other appropriate areas.

Lead the review and development of the next phase of the organisational and strategic approach to climate change and the associated policies and action plans to ensure that there is a coherent strategic direction that incorporates the wider environmental, financial and health implications of Net Zero outcomes.

Act as a highly credible, visible lead for the Climate Change and Net Zero agendas internally, externally, locally, regionally and if required nationally and establish a trusted partnership for sharing ideas and best practise that can be used to inform the longer term Kent Net Zero 2050 requirements. This includes working closely and collaboratively with senior leaders, Members, officers and staff across all Directorates and with partners to ensure a cohesive, integrated approach.

## Job accountabilities:

1. Lead and direct the Council's operational Net Zero 2030 and county wide Net Zero 2050 response within a programme framework, ensuring that projects are coordinated and measured, compliant with funding criteria, maximise co-benefits and ensure risks and issues are identified and mitigated in a timely manner. Represent the Council and relevant partners at internal and external forums acting as the main point of contact for various stakeholders including Government Departments.
2. Establish appropriate project management and reporting arrangements within a multi-agency context, including regular reports and briefings for key staff, Senior Officers and Members to ensure that the programme is progressed and implemented according to agreed agendas and targets and within agreed budgets and timescales. Monitor and report on key environmental data to support performance management, decision making and target setting.



3. Monitor, review and update key strategy and policies including the Kent Environment Strategy, the Energy and Low Emissions strategy, the County Adaptation Strategy and the Net Zero 2030 policy and their associated action plans to ensure they are fit for purpose and that appropriate progress is being made against delivery aims. Ensure activity is compliant with government guidance keeping senior management informed at each stage in order to ensure that the programme delivers an effective response. Develop and sustain a climate change and adaptation team and working environment capable of meeting the programme objectives.
4. Monitor, review and update the Net Zero 2030 Action Plan to ensure it remains fit for purpose, takes into account policy and technological changes and that appropriate progress is being made against delivery aims. Ensure activity is compliant with government guidance keeping senior management informed at each stage, in order to ensure that the programme delivers an effective response. Develop and sustain an energy and infrastructure project delivery team and working environment capable of meeting the programme objectives.
5. Lead the direction and objectives of the Energy and Climate Change staff team overseeing the strategic work plan to ensure that services are proactively and collaboratively delivered on behalf of the Council and relevant partners.
6. Manage and co-ordinate the Kent and Medway Environment Group, Cross-Party Members Group and the Kent Environment Board, providing professional direction, day to day support, advice and supervision, target setting, determine training requirements and manage performance, ensuring that activity is in line with the programme outcomes and that changing demands are fulfilled through a coordinated and consistent approach.
7. Lead negotiations with key internal and external stakeholders including partnership agencies to secure the best outcome for the programme in order to ensure delivery within planned timescales and at best value. This includes areas of work outside the direct influence of the team including, but not limited to, air quality, strategic planning, public health and transport where expert knowledge should be shared with key teams responsible for shaping policy and action.
8. Development of effective communications with a wide range of audiences. This will include influencing partner agencies and working with the community to deliver good outcomes, ensuring successes are publicised, enhancing the council's reputation.
9. Develop an extensive network of key influencers inside and outside the organisation in order to support a collective Climate Change Response across climate change mitigation and adaptation within the county.
10. Become a recognised expert across the partnership by providing sound professional guidance, management of environmental policy and strategy and climate and net zero responses. Support other teams and where possible external organisations to embed the principles of sustainable development and procurement alongside delivering carbon reduction targets in both energy production and consumption, building design and retrofit and other green initiatives building on existing skill and expertise within the organisation.

# Recruitment Selection Criteria

The qualifications, knowledge and experience criteria below will be used in shortlisting. Applicants should describe in their application how they meet these criteria.

## Qualifications:

- Degree in a relevant subject or equivalent experience.
- Recognised Project Management Qualification or willingness to work towards one

## Experience:

- Experience and consistent achievement in a management position in a relevant service
- Evidence of and significant expertise in leading the delivery of complex programmes.
- Experience of successfully engaging and working with stakeholders from a wide range of disciplines in a multi-agency environment, ensuring that advantage is taken of opportunities for joint working
- Experience of managing or supervising a diverse staff team including supporting the development of skills and expertise required to meet current and future work demands
- Extensive experience of writing reports which are clear and accessible to a variety of audiences
- Significant and demonstrable experience of building, maintaining and leading positive working relationships both within the organisation and with external bodies
- Management of significant and complex budgets including external funding with set criteria
- Analysing and interpreting complex, disparate datasets to inform policy
- A strong track record of delivering environmental performance improvements with the ability to draft strategies/plans for future implementation and determine activities and actions required to ensure outcomes are achieved.

## Skills and Abilities:

- Leadership skills with the capacity to develop a shared vision for behavioural change
- Complex project management skills involving the implementation of organisation change, preferably across several functions or service areas
- Ability to respond positively to changing demands and to deliver work to tight deadlines
- Analytical skills including the ability to identify trends and developments from complex data and information and the ability to find solutions to complex problems
- Strategic, operational and financial management skills
- Ability to develop, implement and review strategies and action plans
- Ability to develop team plans and work collaboratively to develop a service plan that supports operational objectives appraising them in terms of benefits and risks
- Excellent interpersonal, oral and written communication skills to engage with staff and stakeholders at all levels to foster good working relationships.
- Excellent negotiation skills to influence, persuade or convince others (including, where appropriate, the adoption of courses of action that they might not otherwise wish to take) whilst ensuring positive outcomes
- Excellent problem-solving skills, including risk identification and development of relevant mitigation.

- Political sensitivity
- Proven and demonstrable commitment to the principles and practice of equal opportunities in employment and service delivery.

#### **Knowledge:**

- Knowledge of best practice in resource efficiency, environmental management tools and techniques, national environmental legislation and government policy and targets and how this applies to Kent.
- In-depth knowledge of local government, including climate-specific issues, energy and building decarbonisation
- Clear understanding of strategic management and decision-making within local government
- Broad knowledge and understanding of a range of climate change, energy and infrastructure best practice and how to apply learning from case studies and pilots into future plans.

# Organisational Responsibilities

All Corporate Directors, Directors and Heads of Service have an explicit responsibility to work as part of a team to deliver, collectively, the agenda of the County Council. These are fundamental elements of their role not an addition and are summarised as follows

## Whole Council

- Seek to improve the lives of all residents in Kent and the economy of Kent
- Act as corporate parent to the Council's Looked After Children
- Take an active role in promoting and ensuring the Council's responsibilities for safeguarding are met
- Understand, communicate and contribute to the delivery of KCC's strategic aims
- Meet statutory obligations and promote and ensure compliance with policies and procedures and the Council's Code of Conduct (Kent Code)
- Advise elected Members and support the democratic process
- Promote the Council brand and enhance the overall reputation of the Council
- Understand and monitor the measures of performance, including customer insight, which define successful outcomes for KCC services
- Maintain and ensure a relentless focus on the customer
- Act to support the Council-wide need to deliver services within budget, thereby avoiding an overspend that could damage the financial viability of the Council
- Overcome professional and service silos to achieve the County Council's objectives

## Integration of Services

- Focus resources where they have the biggest impact
- Deliver services that are flexible and adaptable
- Integrate services within KCC and work with partner agencies to ensure a seamless customer experience
- Fully and inclusively engage all staff in the delivery of services, demonstrating the Council's leadership values and competencies

## **Embedding Commissioning and Engaging Relevant Markets**

- Establish an outcome focused organisation
- Meet the financial regulations and standing orders of KCC
- Challenge the status quo and engage with the market to constantly improve
- Ensure all services are delivered effectively and efficiently
- Proactively and continuously seek to improve service delivery
- Proactively manage risk to avoid inertia whilst not exposing the Council to needless and avoidable challenge or loss

## **Managing Change**

- Understand and support the Authority's overall change agenda
- Deliver required outcomes of service specific change on time and to budget
- Understand the quality of staff, support their development, nurture those with talent
- Identify the skills for the future and the level of staff through robust workforce planning
- Identify and deal with underperformance
- Deliver to agreed budget and income targets

# Kent Values

- We are **brave**. We do the right thing, we accept and offer challenge
- We are **curious** to innovate and improve
- We are **compassionate**, understanding and respectful to all
- We are **strong together** by sharing knowledge
- We are all **responsible** for the difference we make

Our values enable us to build a culture that culture is:

**Flexible/agile** - willing to take (calculated) risks and want people that are flexible and agile

**Curious** - constantly learning and evolving

**Compassionate and Inclusive** - compassionate, understanding and respectful to all

**Working Together** - building and delivering for the best interests of Kent

**Empowering** - Our people take accountability for their decisions and actions

**Externally Focused** - Residents, families and communities at the heart of decision making

As a senior leader you will be expected to role model and drive the Council's cultural aspiration and its related values. In doing this the leadership traits we expect of you are:

- Courage and integrity
- Making a difference – sense of purpose
- Compassion and inclusion – community leadership
- Drive for results -
- Curiosity and learning

# Working for Kent County Council

## Salary and Notice

The appointment will be subject to 3 months' notice.

KCC pays salaries to bank accounts on the 25th of the month unless this falls on a weekend or public holiday.

## Terms and Conditions

The appointment is subject to the terms and conditions contained within the Kent Scheme of Conditions of Service.

30 days annual leave is provided excluding Bank Holidays. You will also receive paid time off for public holidays plus a concessionary day at Christmas.

An excellent relocation package is available to assist with costs, including removal companies, temporary lodgings and professional expenses.

The postholder will be expected to provide a car for official journeys.

## Personal Interests

Kent County Council policy requires all employees to declare membership of any organisation that falls within the following definition:

Any lodge, chapter, society, trust or regular gathering or meeting, which:

- is not open to members of the public who are not members of that lodge, chapter, society or trust;
- includes in the grant of membership an obligation on the part of the members to make a
- commitment (whether by oath or otherwise) of allegiance to the lodge, chapter, society, gathering or meeting; and
- includes, whether initially or subsequently, a commitment (whether by oath or otherwise)
- of secrecy about the rules, membership or conduct of the lodge, chapter, society, trust, gathering, or meeting

A lodge, chapter, society, trust, gathering or meeting as defined above, should not be regarded as a secret society if it forms part of the activity of a generally recognised religion.

## **Pensions**

The post holder will have the choice of contributing to the Local Government Pension Scheme (LGPS). Further details will be available for the successful applicant.

## **Politically Restricted Posts**

This is a politically restricted post which means that the post holder cannot stand for public elected office (other than to a parish council) and is subject to further restrictions on more general political activity.

## **Whole Time Employment**

The person appointed will be required to devote their whole time service to the work of Kent County Council and should not engage in any other business without the express consent of the County Council.

## **Health and Safety Policy**

The County Council recognises and accepts its responsibility as an employer, and will take positive action to ensure the health, safety and welfare of all employees and other persons who may be affected by its operations, by providing safe working conditions and a healthy and safe working environment.

## **Sickness Provision**

Our sickness benefit scheme exceeds statutory requirements. Actual paid absence depends on how long you have worked for KCC and the circumstances of your absence. For example, after 6 years' service your benefit would be 6 months full pay and 6 months half pay.

## **Training and Development**

KCC is committed to supporting staff to reach their full potential through annual appraisal and personal development plans, enhanced by a range of career development opportunities.

Managers from KR9 to KR20 will be required to undertake our Kent Manager standard programme within the first year of employment.



## Green Travel

Our Green Travel Plan is exploring alternative modes of transport to improve travel choice and reduce congestion and pollution. This includes:

- Car sharing and emergency taxi home.
- Discounted fares, free tickets, trip planning and improved travel information.
- Pool car and bikes

## Other benefits

KCC offers a range of family friendly policies including:

- A generous maternity scheme
- Emergency leave
- Parental leave
- Special leave
- Help Fund – all employees have the opportunity both to pay into the fund and to apply for help from it when experiencing financial hardship
- An in-house confidential counseling service and Occupational Health Service
- Kent Rewards - discounts at over 1,200 retailers ranging from reduced rates at Health Clubs to house and car insurance to holidays

## Living in Kent

With great schools, vibrant cities, golden beaches and stunning countryside Kent has lots to offer you. Find out more about [locations in Kent](#).

# Selection Process

## Closing Date

This post will close at midnight on 2<sup>nd</sup> July 2024.

## Selection Process

As part of the interview process for this role you may be required to complete an occupational personality questionnaire prior to your interview.

## How to Respond

To apply please visit [www.kent.gov.uk](http://www.kent.gov.uk) to complete an online application form.