

Kent County Council

Job Description: *Kent Resource Partnership Strategic Lead*

Directorate:	Growth, Environment and Transport
Unit/Section:	Environment and Circular Economy
Grade:	KR12
Responsible to:	Elected Chair(s) of the KRP Officers Advisory Group

Purpose of the Job:

The Kent Resource Partnership's vision is to lead the transformation to a circular economy in Kent, maximising the value of waste as a resource and unlocking wider social, economic and environmental opportunities.

We are looking for an individual that can develop and galvanise the Partnership so that it is optimising service delivery and efficiency across the county, whilst accelerating our transition to a circular economy. You will provide strategic leadership and direction for the Partnership ensuring this is codeveloped and representative of the Officers' Advisory Group recommendations, in order to achieve the best possible outcomes for Kent residents and the environment, now and in the future.

Main duties and responsibilities:

- To co-ordinate the update and delivery of Kent's Joint Municipal Waste Management Strategy, developing and implementing policy updates and actions in line with prevailing legislation and local/national ambitions.
- To facilitate the development, specification and management of shared delivery programmes that demonstrably support the interests of Kent's residents to manage the county's waste and recycling resources more effectively and support a thriving circular economy.
- Development and maintenance of a rolling Partnership plan for delivery of the Partnership's vision and ambitions incorporating activities, risks, opportunities for joint working and challenges that require Partnership review. Publication and dissemination of resulting documents.
- Responsible for undertaking the secretariat function to the Partnership Officer Group in line with the agreed Terms of Reference, including forming agendas, providing briefings to chairpersons, finance updates, progress reports and connecting with sub-groups.
- Investigate, lead, promote and codevelop, initiatives that lead to improved environmental outcomes such as carbon reduction and incorporation of wider circular economy principles further up the waste hierarchy.
- Coordinate data and offer evidence-led insight and progress reporting for the partnership. This includes interpreting trends and patterns, adapting messaging and/or actions to suit.

- Reinforce a strong partnership culture of collaboration and integrity, promoting joint working and developing relationships with partners and at regional and national level.
- Provide strong subject matter expertise, undertake research and benchmarking to extend opportunities for innovation and ensure the partnership can respond to current, emerging and future need in the local context.
- Analyse Government Consultations relating to the waste agenda, identify potential impacts for the Partnership, and construct consultation responses representing the Partnership and co-ordinate and influence others' responses (e.g. LGA, NAWDO and LARAC).
- Develop relationships and work across structural boundaries with key networks and delivery teams (operations, data & insight, communications and behaviour change) to be the conduit between operational and strategic priorities, ensuring activity, challenges and external funding opportunities are mapped and integrated into the wider partnership.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

Kent County Council

Person Specification: *Kent Resource Partnership Strategic Lead*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none"> Educated to degree level or equivalent by experience
EXPERIENCE	<ul style="list-style-type: none"> A proven track record of co-design and delivery of waste, recycling and resource management or related projects, ideally in a local government setting to deliver multiple outcomes. Experience of partnership management in a complex partner environment, delivering collaboration towards a shared vision. Experience of working at a senior level in a political environment, advising and influencing decision makers and other stakeholders with credibility.
SKILLS AND ABILITIES	<ul style="list-style-type: none"> High level of verbal, IT and written communication skills, including presentation and report writing competence. Ability to convey complex information, data and ideas to diverse audiences to engender support and set future strategy. Leadership skills to deliver cultural change and to motivate and enthuse diverse teams, over which you may have no direct control, to deliver shared objectives and outcomes. Proven skills in understanding and responding to different perspectives and taking a cross organisational and cross partner perspective. The ability, sensitivity and interpersonal skills to facilitate working in a political environment, retaining impartiality whilst understanding core strategies and shared ambitions.
KNOWLEDGE	<ul style="list-style-type: none"> A clear understanding of the waste, recycling and resource management field in the UK, including the economic, social, environmental and legislative drivers for change. This should mean being cognisant with the EPR reforms and other upcoming proposals under consideration. Innovative approaches to and business cases for adoption of new technology, system models and behaviour change principles. Knowledge of commissioning and procurement principles to comply with financial and other governance rules as well as wider social value and other likely implications the upcoming Procurement Act.
KENT VALUES AND CULTURAL ATTRIBUTES	<p>Kent Values:</p> <ul style="list-style-type: none"> 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 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

(If this document is being used for recruitment purposes, examples of Behaviours which support the Kent Values will need to be demonstrated within the context of this post)

Organisational responsibilities

Job description guidance

All corporate directors, directors and senior managers have an explicit responsibility to deliver the collective agenda of the 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 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.